

THE NEPONSET REVIEW

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AXEL H. ANDERSON, Auditor



Neponset Review

HOLIDAY NUMBER

1922

1923

*A Merry Christmas and
a Happy and Prosperous
New Year to Everyone* —
Bird and Son, INC.



VOL XI

JANUARY, 1923.

NO. I

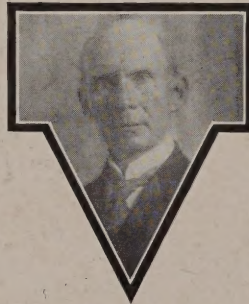
Holiday Greeting

FROM

OUR PRESIDENT

One satisfaction—yes, the greatest of my business life, extending over a period of forty years—is the spirit of comradeship which exists to-day, as it has in the past, among the workers of Bird & Son. Our business is much larger and more extensive and, therefore, it is far more difficult for me to share the joys and sorrows of the individual worker as I did in the early days, but even to-day I feel that you and I are friends, working in sympathy and understanding for a common purpose. Furthermore, this cordial spirit is the backbone of our business—by far our most valuable economic success would be impossible and failure inevitable.

It is also a satisfaction is moving forward to a able position. It is grow-as in volume. It may the Bird & Son plants are ward, an average of more every working day—a by any similar business too, shows satisfactory



CHARLES SUMNER BIRD
Pres., Bird & Son, inc.

to know that our business substantial and invulnering in efficiency as well interest you to learn that shipping, inward and out—than 1000 tons on each and tonnage scarcely equalled in New England. That, progress.

It is pleasing to realize that in all these years, and even during the great war period, we have had no strikes, no lockouts and, in fact, no differences that we failed to iron out in friendly conference. That is a remarkable record of which all of us should be justly proud. You may not need to be reminded that there is no place in our organization for Bolsheviks, Anarchists and other Reds, preachers of discontent and plunder, who threaten the existence of organized government by inciting class against class, the poor against the rich, the thriftless against the thrifty. Let them return to the land from which they came.

And now, friends, we must not forget that no one can get something for nothing—not in the long run. Work counts the most. It is a greater asset than genius, talk or money. This country has been built by the sweat of workers and not by the talk of slackers. Work has done the most to upbuild us and it will do the most to keep us going. As it has been, so it will be.

A Merry Christmas and a Happy New Year.

Charles S. Bird

A BIG 1922 — A BIGGER 1923

P. R. Allen says—Seize the Opportunity

The institution of Bird & Son has had a "long and glorious past"—its "present" is extremely bright—its "future" is full of great opportunities. Our job is to keep on our toes, go after the opportunity, and not wait for it to knock.

Every year I have written an article for the Holiday Review, reporting the past, predicting the future, or preaching a sermon; so this year I am just going



P. R. Allen, Vice-Pres.
General Sales Manager

to send along Best Wishes—A Merry Christmas—A Happy and Prosperous New Year to all fellow workers, customers, and all associates in business every where.

Philip R. Allen

WHAT COUNTS MOST IN SELLING?

Personality, Plus Reputation, Plus Work

At a recent meeting of the Executives' Club of Chicago, the subject of a debate was, "What counts for the most in selling—the personality of the salesman or the reputation of the house?"

So much was to be said on both sides that the judges finally called it a draw, but the debate brought out one thing—that what we mean by "personality" in a salesman is more than anything else "a matter of knowing your business so thoroughly that the men with whom you do business will respect you and value your counsel. It is doing and saying the things that your customers respect you the more for doing and saying. It is being fair and square in your thoughts of other men—yes, even of your competitors. *And last but not least, it is hard work.*"



P. H. Bailey, Sales Manager
Building and Roofing Div.

It is the personality of our salesmen backed by the reputation for manufacturing abil-

ity of the highest order which Bird & Son has gained during one hundred and twenty-seven years of clean and honest dealing that has made the year 1922 a banner year in tonnage shipped.

Far more completely than any other firm in a similar line of manufacture, Bird & Son has the advantage of a background of a long manufacturing and selling experience, of knowing how best to serve our customers, how best to produce products of top-notch quality, and in good times or bad to preserve a cheerful, hard hitting, successful organization.

More keenly than ever does the Selling Department of this institution realize how every other department, Manufacturing, Traffic, Credit, Accounting, is doing its level best to help the selling end. Each of us in the selling end has a job cut out for us that is going to take the best there is in us to put it over. And no matter how nearly "best" we are, we know we can do better as a part of this institution than with any other organization.

In spite of highly competitive conditions, we have more and better customers than ever before and have shipped in ten months of 1922 a tonnage equal to the twelve months' tonnage of 1921. This could not have been done merely by good salesmanship. It meant that Manufacturing has been turning out the highest grade products, has added new lines, and has cooperated in the way of changing runs or making short runs of a particular product to help the selling end and to satisfy insistent customers.

The Credit Department has been of great help in arranging matters in the case of important customers who needed assistance at just the right time.

Traffic conditions are changing constantly with relation to the shipping of building and roofing products, and the Traffic Department, if it had not been on to its job, could easily have lost us customers instead of giving the kind of service which develops customers.

An Ideal Situation

I suppose if a Sales Department had everything its own way in the field that it would die of dry rot, but I suppose that every salesman and sales manager has dreamed of an ideal situation when quality would go up, prices would go down, when there would be an era of unlimited credit to weak customers, when everybody in the Sales Department could slash prices at will, when so much advertising space in magazines and newspapers would be bought that there would be no room for competitive advertising, and when Bird & Son not only would be on the map, but, in fact, would be the map itself.

But how much better to make a killing with things as they are. For a while in 1920 our salesmen were permitted to take orders for only 25 squares of shingles in a car, while in three weeks this last November we accepted orders for over thirty thousand squares of shingles alone, to say nothing of our other products. As a matter of fact, the Sales Department has a far more interesting job for 1923 than it had for 1922.

P. H. BAILEY.

FLOOR COVERING SALES

New Patterns, Higher Quality and Improved Appearance Have Greatly Aided Sales

During the year 1922 particular emphasis has been put upon the introduction and distribution of Bird's Neponset Rugs. Improvements made last spring which resulted in a highly glossed finish and brighter patterns have been well received by the floor covering trade. During the last half year stores carrying our rugs have enjoyed a quick and easy turnover.

Neponset 8/4 has also benefited by these improvements. The same is true of Rug Border. A few patterns in 12/4 have been added, with the result that to-day a merchant can purchase a complete and well rounded felt-base line under the Neponset trade mark. We sincerely believe that our rugs, floor coverings and rug borders have now reached a higher point of perfection in quality and appearance than ever before.



H. E. Sawyer, Jr., Sales
Mgr. Floor Covering Div.

Several additions have been made to the sales force. A Western sales division under the direction of Mr. Shannon has been established with headquarters in Chicago. Mr. Westcott has supervision of sales in the Eastern and Southern states.

National Advertising

1922 marked the beginning of National Advertising on our rugs through the medium of a color page each month in the Saturday Evening Post. This form of advertising, while slow to gain headway, is now bringing increasingly greater results. It will be continued in 1923.

An active sales promotional campaign was started last spring which has approximately doubled the number of our retail accounts. Several new distributors have been added during the year.

While present indications point to active buying during the spring of 1923, competition will undoubtedly be extremely keen. Everyone must be constantly on their toes. New patterns must replace the slower sellers. Each salesman must be 100% sold on the Neponset line and on his ability to sell it.

The merchandise coming off the machines to-day is the best our mill has ever produced. The manufacturing department, however, is not yet satisfied. Still greater improvements will be made.

We are looking forward to 1923, not with any over-confidence, but with the assurance and knowledge that the merchants of the country will find 100 cents on the dollar value in the Neponset Line as it stands to-day. In closing we wish to take this opportunity of expressing to our dealers appreciation of their loyal support and cooperation.

—H. E. SAWYER.

BOX DIVISION

Many New Customers Added in 1922

The year 1922 has been one of progress and expansion for the Box Division not only in volume of current sales, but particularly in sales plans and sales work, from which we are confident future business will result. Our outside sales force has been doubled—territories have been divided and worked more intensively—our inside force has been increased to handle the additional clerical work—and to-day we have a better picture than ever before of our market and our marketing problems.



A. C. Buell, Sales Mgr.
Box Division

While 1921 set a record for new accounts, this year we have added almost twice as many new names to our active customer list as we did last year. Their needs, in addition to those of our older friends, are going to tax our productive capacity to the limit, despite all additions and improvements made during the current year.

Importance of Service

In this connection we want to take recognition of the fine production records made during the past year by the manufacturing departments—records which have made the service rendered our customers possible. We are sure that the way to better service lies through even closer cooperation and a better understanding of our common problems. To-day, the most important factor in our business is *service*, and we must be in a position to give it.

We face 1923 with confidence and optimism firm in the belief that our products are right, that our methods and policies are right, and determined that our service shall be all that our customers may desire.

—A. C. BUELL.

SPECIAL PAPERS

The perpetual ingenious American mind never stops working. Every day finds new ways and means for the many diversified uses of Special Papers, as borne out by the fact of our greatly increased sales.

No individual can claim to be the father of this progress. It is the result of working shoulder to shoulder with the many component parts of an organization: from factory to sales, from sales to dealer and finally the acceptance by the ultimate consumer. It is this hearty cooperation that makes us say, "A Merry Xmas and Happy New Year to all."



W. E. Hicks
Sales — Special Papers

—W. E. HICKS.

UPWARD TREND

Splendid Year for Eastern Division

It seems as if it were only yesterday, but in reality it was back in December, 1919, that we were busy planning bigger, better, and more intensive sales methods. At that time it was not a question as to how much a dealer could sell, but rather how much material he could *get* to sell. When this situation reversed itself, we and our dealers realized the days of order-taking had passed and we were in for a period of hard business-getting.

Instead of retrenching and making cuts in our Sales Force, we reduced the size of the territories and put on additional salesmen in order to be in a better position to work more closely with dealers and be able to furnish more and better sales assistance.

The final results obtained in 1921 proved this policy to be fundamentally sound and it was decided to go even further with it, so this year more men were added to the Sales Force.

The spirit in which dealers worked with us is best exemplified by a letter from a dealer who, in the second year of his business, is using about a car-load of Bird's building and roofing products a week:



W. E. Hale
Eastern Sales Manager
Building and Roofing Div.

"We must confess that we are very proud of the business we have done this year. We have worked hard and with the cooperation received from Bird & Son, inc., we feel that we have gone over the top.

"The race is still on, however, and we are sure that a summary of your records a year hence will prove still further that your products have not been misplaced. The entire personnel of our outfit believe that the roofing and allied products manufactured by Bird & Son can meet any and every demand, and our faith in Bird & Son is fully demonstrated by the fact that our stock is *entirely* of your products."

Further evidence that we are now on the UPWARD TREND came with the announcement on September 30th that a greater volume of tonnage had been shipped from our Building and Roofing mills during the first nine months this year than in any similar period in our history.

A Complete Line

Additional products have been added to our building and roofing line so to-day we have a most, if not the most, complete quality line of any roofing manufacturer in the country.

Right here it might not be amiss to say we welcome at all times constructive suggestions from dealers, consumers, and salesmen. We may not be in a position to put all of them into effect but each one will be given most careful consideration. We well realize that a good reputation is only the beginning and not the end of endeavor and it should act as a stimulant to develop higher standards.

The Eastern Division Sales Force has done a splendid job this year. We must remember, however, that all our efforts would have been futile if our Manufacturing Department had not furnished us with quality products and I know I speak for the whole Sales Force when I say that department has maintained a high standard of quality this year which, so far as we can learn, has been unequalled in the whole roofing industry.

The Eastern Division Sales Organization faces the new year with high courage and great enthusiasm, determined to do even a better job than they have ever done before.

To all our dealers, consumers and those who have worked with us in any way during the present year, we wish a Merry Christmas and a Happy and Prosperous New Year. —W. E. HALE.

THE SOUTHERN DIVISION

It seems hardly possible that another year has rolled round, but it has and I find the Southern Division is the same as last year with the exception that Mr. Francis has left us to prepare himself for a course of office management at Babson's Institute. Mr. Francis enlisted at the outbreak of the War, served in France as an intelligence officer, and had a varied and interesting time while with the A. E. F. The Southern Division is sorry to lose him and we all extend to him our best wishes in his new work.

Mr. N. H. Foster, who has long been in the employ of Bird & Son, takes over that part of the Virginia territory formerly handled by Mr. Francis. We extend to him our welcome. We have all known him for a long time and feel sure he will like to work in the Sales department.

I have been over the Southern Division a number of times this year and business looks good in all lines in all localities with one or two exceptions. In the coal regions of West Virginia Mr. Waddell has landed some excellent Paroid business for miners' houses.

In North Carolina, under Mr. Brooker, the Aluminum Company of America still uses large quantities of our old reliable, time-tested, Paroid.

A Big Year for Florida

Florida has kept up all through the year. Mr. Chittenden, another World War veteran, has kept step with other divisions, showing good sales on our different products. I was in Florida in September, which is an early month for tourists to start down, but they were even then coming along in large numbers and this year the Florida population will be about ten times the normal population. Get your reservations in advance, all you frozen-up Northern people, as Florida is out to break all records this winter.

Mr. Van Hoy, another World War soldier with a splendid record in France, has done wonderfully fine work in the "Heart of Maryland."

We will have more competition in the South this year. The more the merrier, however.

The Southern Division extends to everyone in the employ of Bird & Son its best wishes for the coming year. —L. L. THOMPSON.

"NEIGHBORLINESS"

Pause a moment and reflect—go back to your youthful days and ask yourself and ask your next door neighbor if the courtesies of to-day compare as favorably as in "ye olden times;" if we treat each other as human beings; if we are really civilized? How many of us care a "rap" about the ills and pains of others and to which everybody falls heir at some time or another? How many of us take the trouble of going to the home of sickness or bereavement and offer succor or sacrifice in a most unselfish way as did our ancestors of old?

You may now recall at least a few in your native village who were "auntie" or "uncle" to everybody and who were ever a comfort and a help to those afflicted, from the time of birth to the passing out to the great beyond.



E. H. Bartlett
Division Sales Manager

Have we maintained our social etiquette, those neighborly calls which meant so much to weld an everlasting friendship, one of the best assets obtained in worldly goods? There were "gossips" of course—some family quarrels, but did not domestic tranquility reign supreme on the whole? Were they not more solicitous of each other's welfare than any semblance in the bustling crowd of to-day?

Are the children as happy, appreciative of all they have to-day? Pity the child who is not allowed to work and earn at least a part of his or her pleasure, which in more ways than one molds the character for the proper citizenship of the future.

I fear the same thing may be true in the business world to-day; too many people look at life from their own angle, thinking and working too much in a heartless sort of way, as if their very existence depended on the monetary side alone, overlooking the community spirit, overlooking the friendship and good feeling that should stand out as prominently as any thing else in our daily transactions. "Money talks"—one hears all too often. Our past records of helpfulness are forgotten. How many of us are "keeping up with the Joneses"; having a "fliver" income and a "Packard" outgo?

Proclamations have been written and read—they sound good and they are good. Let us all take heed as we approach the New Year and resolve that we will be more considerate of others and treat our neighbors as we would like them to treat us under all the conditions and circumstances that the hand of Providence will pass our way.

—E. H. BARTLETT.

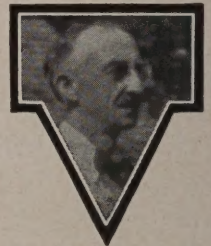
If you play the game straight, business becomes as inspiring as sport. Be a sportsman.

CREDIT DEPARTMENT STRIVES FOR BETTER UNDERSTANDING WITH CUSTOMERS

Business at the beginning of 1922 did not look very promising, although we had every reason to expect excellent conditions early in the year, due to housing and other needs that had been accumulating over a period of years. It took on considerable life in the spring and it has continued up to the present time. Collections have, on the whole, been good—really better than we expected.

It was also our impression that this year would show a better condition so far as failures were concerned. There was no let-up in this respect until early this fall, since which time there has been a gradual decrease. The failures occurring during the last two years represented a clearing-up of the unnatural expansion of the previous years, 1918, 1919 and 1920. Concerns are now doing business on a much firmer foundation than for some time so that the number of failures from now on will be at a more normal rate than the past few years we have been through.

In passing upon credits we have tried to make our policy an elastic one and have worked with the customer to the fullest extent, realizing that our interests are mutual. We believe it is the intent of all customers to pay their bills immediately when due and their not doing so is because their own customers have failed to meet their accounts promptly. No business can run on successfully unless collections keep pace pretty well with the sales. Realizing the handicaps of our customers we have done, and will continue to do, all possible to assist them in promoting the handling of our products. We have tried to be patient and cooperate to the fullest extent, which spirit, in our opinion, can be fully developed if we will but try to know each other better.



H. H. Miller, Treasurer

"If I knew you and you knew me
If both of us could clearly see,
The meaning of your heart and mine,
I'm sure that we would differ less
And clasp our hands in friendliness;
Our thoughts would pleasantly agree
If I knew you and you knew me.

"If I knew you and you knew me,
As each one knows his own self, we
Could look each other in the face
And see therein a truer grace.
Life has so many hidden woes,
So many thorns for every rose;
The 'why' of things our hearts could see,
If I knew you and you knew me."

—H. H. MILLER.

Letters from Production Heads

Manufacturing in Trim for the Coming Year

Having had the advantage of reading the various articles from superintendents and assistants when they passed through my office, I find that there is very little to say covering the details of our large manufacturing interests.

It is a fact that, speaking in a general way, our plants are in a better condition this year than ever before. Roofs and buildings have been put in good condition, our machinery has been carefully kept up to date.

We have had a wonderful year, starting with a very dull spell and ending up



George R. Wyman
Gen. Manufacturing Mgr.

practically "full blast." We have given more steady and uniform employment this year and, by careful planning and increased storage, we hope to reduce our turnover still more next year. We are 'all set' for our increased budget for next year. We have the organization, the men and the equipment to do anything that we are called on to do in our line.

I wish you all a happy and prosperous year.

George R. Wyman

CAREFUL PLANNING NOW IS BASIS OF FUTURE SUCCESS

The many good things of the past year have been noted in the several messages in this number. I wish to extend my thanks to those who have helped to get these results, and particularly to those whose study and analysis have shown the way for us to act.

Two years ago I made a plea for technical study. It is gratifying to find this study going on in each mill where superintendents are using their technical departments to control quality and processes. Last year I urged intensive development and action so as to be ready for the influx of orders. The response was spontaneous and when the demand came we were ready.

We derive an intense feeling of satisfaction in reviewing past accomplishments, but we must not in looking backward take our eyes off of the future wherein lie our problems and our opportunities.

Progress comes only as a result of critical analysis of past performance. Only by a correction of our faults can we hope to build firmly for the future. We have made mistakes in the past. Let us benefit by the lessons we learned and then forget the unpleasant things of the past.

The great need to-day in every department is to inculcate

into the minds of every one who is directing the energies of others the urge for careful intensive thinking. We all attack our problems with blinders on, seeing only one thing at a time and missing the fundamental issues involved. Accomplishment requires concentration, but development and advancement need careful critical analysis, study and investigation with a completeness of scope and a regard to details that can only come by the most painstaking thinking.

I do not wish to minimize the importance of

keeping human. We are dealing with human beings and in our work we are also living our lives. Let us carry on the broad policies of the square deal that has been the motto of Bird & Son. Let us seek happiness in our work and in our relations with each other. Let us never forget that we are not only making goods, but that we are making men.

To each and every one I wish happiness and contentment during the coming year.

—SPENCER B. MONTGOMERY.

THE MAIN MILL DEPARTMENTS READY TO GO AHEAD

When 1922 closes, we believe we shall show a banner year for production in our paper mill and box factories. There has been practically no lull during the past twelve months, and with the increasing firmness of the money market, which also indicates more firmness in business, our demands should increase the coming year.

During the winter months we, no doubt will experience considerable difficulty with transportation facilities. The increased demands, together with the general car shortage, will be a serious problem, and it will be up to each one to get our orders out as quickly as possible, in order that delivery dates may be met just as near as it is possible to do so.

In the paper mill, all machines have run to capacity and, were it not for the fact that in May we added 32 new driers to No. 5 Machine, with other changes which increased our output from the machine approximately 25%, we would be in dire straits to meet the demands for supplying FX 1 with the necessary paper.

The finishing Mill has run practically full, which is also true of FX 2.



S. B. Montgomery
Asst. Mfg. Mgr.



S. W. Smith
Supt. Main Plant

On October 9th, it was found necessary to run the Fibre Case combiner two tours in order to keep the other departments to full capacity, which has been 400 tons weekly for the past three months.

There is only one way to go—ahead. We all have our various tasks cut out for us for the year 1923 to increase still further our production over the present year, with "Quality First" as our motto. *Let's go!*

Once again I wish to express my appreciation to each one of the Main Mill Manufacturing Departments for their fine support and to all other departments for their excellent cooperation.

Best wishes for a Merry Christmas and a Happy New Year to all.

—STEPHEN W. SMITH.

MAIN MILL IMPROVEMENTS MADE DURING 1922

The past year has been an extremely busy one. Many improvements have been made at the Main Mill and a large amount of work has been done. The principal work which has been completed is as follows:

Completion of the boiler room construction program. This work included the installation of three new 823 H.P. boilers, coal and ash handling equipment, and forced and induced draft equipment.

Building an additional story to FX 1 building, and the installation of new fibre case machinery.

Adding 32 new driers to No. 5 Machine, making a new three-deck section. This required extensions to the machine and paper storage rooms.

Rearranging Jordans and installing three additional Jordans in No. 2 Beater Room.

Installation of five new Beloit plunger stuff pumps on No. 4 and No. 5 Machines.

Installation of a pumping system for handling cut boiled stock, which replaces a belt conveyor system.



C. W. Conrad
Plant Engineer

In No. 1 Sorting Room a new Allen Mixing Engine was added. Also four chests were replaced in the basement.

Installation of two new Bird Screens on No. 5 Machine, one new Bird Screen on No. 4 Machine and two new Bird Screens on No. 3 Machine.

Installation of equipment to return condensed steam from various buildings to boiler room heater.

An extensive program of roof repairs was carried out on Main Mill buildings.

A new Allen Mixing Engine for No. 5 Machine and FX 1 broke has been put into operation.

No. 4 Constant Speed Engine has been replaced with a Corliss Engine.

The use of white water for showers on No. 2, No. 4 and No. 5 Machines has been instituted.

In the list of construction jobs in progress is the installation of two new waste water tanks; a new low pressure steam main which will utilize all of our exhaust and an extension to the vapor absorption system on No. 5 Paper Machine.

The progress made during the year has been accomplished by hard work and excellent cooperation in all departments.

The EF, EM and ER departments extend to all Christmas greetings and best wishes for the New Year.

—CHARLES W. CONRAD.

COAL AND RAIL SITUATIONS AFFECT MARKETS

The situation on raw materials during 1922 has been familiar to everyone. Price tendency in general has been upward. Materials as a whole have been in good supply.

The late summer and early fall brought sharp advances in paper stocks, mixed and news reaching abnormal prices. A considerable recession has taken place since the peak was reached, but prices of these two grades are still high.

The coal situation, as we all know, has been abnormal during the entire year. The coal miners' strike, followed by the strike of the shopmen, has retarded the shipment of supplies with consequent price conditions. It is doubtful if noticeable relief can be obtained before spring with the possibility of further miners' differences at that time.

The metal market—touching us particularly in nails and tin—has also moved upward. The two commodities mentioned have been in poor supply due to coal and rail conditions.

The outlook for better car movement during the winter is not favorable. We are fortunate in having the majority of our raw materials come from nearby sources. Those coming from a distance are being purchased well ahead of our needs.

—A. H. RUSSELL.



A. H. Russell
Purchasing Agent

LABORATORY LISTS SEVERAL IMPROVEMENTS IN PAST YEAR

During the year a number of improvements have been made in laboratory equipment. An air conditioning apparatus has been installed in order to obtain uniform conditions of temperature and humidity for the testing of paper.

For reproducing paper making on a laboratory scale we have added a small rotary boiler, a ball mill for pulp testing, an additional laboratory beater and a new apparatus for forming sheets.

The new equipment has made it necessary to take more space in the building for laboratory use.

Two men have been added to the laboratory staff.

—W. E. SUMNER.

GREETINGS FROM THE NORWOOD PLANTS

The keynote of progress at the Norwood mills has been intensive development of departments. This has resulted in the further development and enlargement of our department laboratories to the point of complete control of process and inspection of the work of the plants.

In the production departments, we have made higher quality products. This has been made possible by stricter conformity to details laid down by technical departments. Great credit must be given to the men and foremen for compliance with these exacting requirements.

The superintendents of both Building and Roofing and Floor Covering have accomplished a great deal during the year in their respective plants and have furnished the inspiration which has guided their organizations, and to them and their men I offer my congratulations.

Relations with other departments have been most pleasant and cordial, and we extend our thanks for all that has been done for us. We wish each and every one a Happy New Year

—E. M. LINES.



E. M. Lines, Supt.
Norwood Plants

BUILDING AND ROOFING PLANT SHOWED PROGRESS IN 1922

The year 1922 has been one of continued progress at the Building and Roofing plant, and as the year draws to a close, we are beginning to see the results of our efforts.

One of the greatest helps in contributing to better quality has been the development of our department laboratory. It has accomplished excellent work in the control of plant operations and in the research study of roofing materials.

During this year we have established the blowing of asphalt as one of our plant operations. By means of our blowing plant we are able to secure a uniformly better grade of asphalt, and this automatically results in the elimination of the crude kettle house melting operations.

By a consolidation of our shipping and planning department, and by their location in a new office on the shipping platform, we have been able to give greatly improved service to Sales, and to our customers. In fact, service to the customer has been the key note of the year, and in order to further this, we are constructing a new warehouse with more than 20,000 square feet capacity.

This consolidated department has established three new records. In one day, it has shipped over 450 tons; in one week, over 2000 tons; and in one month, nearly 7000 tons. In fact by the end of October, it has shipped more tons of goods



E. L. Chamberlain, Asst. Supt.
Building and Roofing Plant

from this plant than previously had been shipped in any one year.

Improvements in Many Ways

In our machine rooms we have made many improvements in simplifying the machines, improving working conditions, increasing capacity, and reducing heavy labor in carrying on the work, and furthermore are making a better quality product. In our Paroid machine, we have made special improvements which have given us a smoother and more uniform sheet, so that we can say, "Good old Paroid" is better than ever.

By far the most gratifying thing to me is the excellent spirit shown by the men and by the foremen as they got behind the various projects, worked uncomplainingly, and put the thing through to a completion. Improvements in machinery and processes are important, but it seems more important still that this spirit of loyalty and good fellowship should continue to exist among all who go to make up this plant and this institution.

The Building and Roofing plant takes this opportunity to thank heartily all those who have so willingly helped through the past year in its progress and development. It is confident that 1923 will be even more pleasant and prosperous. I wish you all a Merry Christmas and Happy New Year.

—ELI L. CHAMBERLAIN.

FLOOR COVERING PLANT HAILS NEW YEAR ENTHUSIASTICALLY

The Floor Covering Plant closes the first complete year in the manufacture of Bird rugs. The demand for rugs has been so great that it has limited our capacity for the manufacture of floor covering, and we are to-day working overtime trying to fill requirements.

During this year the most notable changes in our products are in the designs and colors which have been added to our lines, and in the gloss and brightness with which the materials have been finished.

The method of plant control and inspection by the laboratory has been substantially enlarged and strengthened during this year, resulting in a greatly improved product. More exacting accounting of labor and materials entering our products has resulted in a greater uniformity of product, reduced waste, and lowered costs.

Every department of the Mill has established new records of attainment. There exists among the men and among the foremen a splendid spirit of cooperation, enthusiasm and interest. It is to this spirit that we owe in a large degree the accomplishments of 1922. I wish to extend our thanks for the helpful things which have been done for us by the other departments, and wish each one a Happy New Year.

—RALPH M. WIGHT.



R. M. Wight, Asst. Supt.
Floor Covering Plant

Greetings from Phillipsdale

SUPT. HENDERSON LOOKS FOR BIG THINGS IN 1923

Another year has rolled away and we once more look back to recall the changes that have taken place and ask ourselves if we have accomplished all we set out to do.

Among the many improvements are the new Bird screens, the Riley stokers, the Laboratory and Sorting department, all of which have worked out satisfactorily.

We started the year with very poor business, but from April to the present time we have had all we could swing. At certain periods during the year, we have broken all production records and every individual can feel that he had a part in this showing and be proud of the result his efforts have helped accomplish.

We expect a slight let up for the next few months, after which we will be in condition to make 1923 the banner year



T. G. Henderson
Supt. Phillipsdale Plant

for production.

We have many changes in view for the coming year which will help us maintain our reputation of making good felt and having the best mill of its kind in the country. We are always on the lookout for improved machinery and we are constantly installing new and up-to-date equipment which will help us keep Bird Felt in the high place it now holds in the market.

The success of our diligence depends largely on our ability to produce high-grade goods fast and economically, and we well know that every man at Phillipsdale will do his best to bring about this achievement, which, after all, is a matter of personal gratification.

We thank our able and loyal assistants in each department, as well as every man in the mill, for his untiring support at all times.

At this time we wish to express to our associates at East Walpole our appreciation of the pleasant reception of our suggestions, the ready and helpful sympathy in our problems and the good will always so evident.

To all at East Walpole as well as Phillipsdale, we extend the old, old greeting, ever new, a Merry Christmas and a Happy New Year.

—T. G. HENDERSON.

PHILLIPSDALE DEPARTMENTS

We have also received several very interesting letters from our Phillipsdale department heads, but lack of space prevents us from printing them in full. In addition to wishing everyone a right Merry Xmas and Happy New Year they write in part as follows:

Henry Phelps, Foreman Sorting and Cutting Departments

A year ago DPC appealed to everyone to make 1922 our banner year. This has been accomplished and I

know that by keeping up the same spirit we will keep on breaking records in 1923.

Chas. Saunders, Foreman of DPG

Well, here we are, another year almost gone. We started this department last February by producing four ton per day and we have increased the output to five ton per day. Let us hope that by this time next year we will have made a much better showing.

Mr. Salisbury, Assistant Superintendent

The year 1922 as predicted has been a very busy one for Phillipsdale, and while we have not been able to meet the increased demand at all times, we are steadily creeping closer to the top.

Looking ahead we see no reason why the coming year should not be the busiest one in the history of Phillipsdale. I wish to thank each and every one for their cooperation without which there is no success.



Rex Salisbury, Asst. Supt.

Mr. Pettingill, Master Mechanic

As a report from departments DPM and DPR, very few changes have occurred during the past year. The personnel is practically the same as a year ago.

For new equipment DPR has installed two Sanford Riley Stokers. We have had the support, and faithful work of practically "every man on the job." This is of course as it should be, for upon this hearty cooperation of everyone, high and low, depends the success of Bird & Son, and the success of Bird & Son spells SUCCESS for us all.

One may be permitted in this Holiday issue of the *Review*, a more free expression than perhaps would be looked for or expected in other issues.

Taking advantage of this fact, I wish to extend my thanks to all the men in these two departments, DPM and DPR, for their faithfulness, and the pleasantness with which all tasks set them have been performed.

NOTES FROM THE MILL

We are glad to welcome to our midst Herbert Chamberlain, our new chemist, and we hope that he will like Phillipsdale for we will try to make it as pleasant as possible for him.

Our Laboratory is finished and it makes a very pleasant room. We doubt if there is any better in the Bird & Son plants.

On Friday morning, November 17, a small fire broke out in the Cutter room. The alarm was sounded and in a very few seconds the firemen were on the job and good-night Mr. Fire. In a couple of minutes you would not know there had been a fire except for the small amount of smoke, even the wood work was not scorched. They kept it confined to the cotton waste. Too much credit cannot be given the Fire Brigade for the able and efficient manner in which they handled this blaze.

Since "No Accident Week" we have had several weeks with no accident. Let us have a lot more no accident weeks, we are doing great.

The Safety committee is doing all they can to prevent accidents. If you see anything that does not look safe be sure to report it to a member of the committee and it will be attended to; if it is not be sure to report it again.

Favorite Pastimes

Geo. Inman—Running around the yard without a coat.

Pat Lynch—Looking for an argument on any subject.

Clarence Pierson—Telling the boys what a great Rugby player he is.

Henry Holter—Hustling to beat the clock at 7 a. m.

Chas. Cyranock—Looking for his car fare and then some.

Chicago News

CHICAGO SALES DEPARTMENT VIEWS 1923 OUTLOOK OPTIMISTICALLY

As we look back over 1922 we find that our feelings are a little mixed. Perhaps we ought not to pat ourselves too much on the back—for during a part of the year our machines were not humming every hour of the twenty-four—but we can't help



F. H. Hird, Mgr.
Bird & Son, Inc. Chicago Ill.

feeling that such a steady improvement took place, we can look back on the whole year with much satisfaction.

We are all looking forward to 1923 with the utmost degree of optimism, and we are basing this optimism on these conditions which we know exist.

First: Our organization in and out of the Mill is functioning smoothly.

Next, we feel that the whole organization has been able to adjust itself to changing market conditions and has been able to give the kind of service that dealers have a right to demand; therefore, more firmly establishing ourselves among those dealers that this mill serves.

As far as the mechanical equipment of the mill goes, the organization to operate the mill and the sales organization to secure orders, we feel that our optimistic feeling about 1923 is completely justified.

To every individual in our own organization and to every one of the dealers who have cooperated with us during 1922, and thus made possible such success as we have enjoyed, we want to extend our heartiest good wishes for a Merry Christmas and a most Prosperous New Year.

—F. H. HIRD.

THE CHICAGO PLANT READY FOR INCREASED BUSINESS IN THE NEW YEAR

With a fine feeling existing throughout our whole organization, and in addition the letters of satisfaction from customers who feel the "brotherly spirit" of fair dealing, we enter the



W. W. Wilson,
Mfg. Mgr. Chicago

New Year with "heads up" to increase our business through Quality and Service.

The men in the mill are as enthusiastic as the Sales force, which is evidenced by their "non-stop" and record breaking runs, both of which have tended to lower our costs.

We are planning a unit for blowing our coating asphalt which we expect to have ready the middle part of February. This should effect a considerable saving over coating in barrel form.

We have worked throughout this last year to perfect our machines so that we can start in "full speed ahead" when orders warrant it.

Here's wishing all employees of Bird & Son a Very Merry Christmas and a Happy New Year.

—W. W. WILSON.

"WINDI-CITI-ITES"

To all Bird & Son fellow employees we send the best of the Season's Greetings.

"Dave" Calhoun of the Machine Crew was married in November.

We are glad to see Miss Lyndon back after her recent accident.

Messrs. Chamberlain and Montgomery, from the Norwood Plants, visited us recently. After showing them the longest street "in the world," the greatest park system "in the world," the most beautiful moving picture palace "in the world," the finest boulevard system "in the world,"—well, ask them about the rest of it.

The machine crew had five "non-stop" runs up to November 27, and incidentally bettered nine previous records. We aim to maintain our quality at all costs and base most of our record breaking to good felt plus a "non-stop" run.

Messrs. Mutch and O'Dell from our Hamilton Plant came down to look over our proposed "blowing plant." O'Dell spent several days here in the plant going over the whole proposition from A to Z.

We had a visit from Messrs. Sawyer and Shannon of the Floor Covering Sales last week.

We already have the concrete foundations in for the storage tanks for our blowing flux. We trust by the next issue of the *Review* to report much further progress on this important addition.

A. Alexander, who controls the flow of slate on our machines, is the proud daddy of a little 10½-pound baby boy.

ADVERTISING BIRD'S ROOFS IN THE WEST

Out in the West and Middle West where distances are great and the flivver and his proud brother have had to replace "Shank's Mare, Bird Dealers are telling the story of Bird's Roofs along the highways and on the street corners through the medium of posters and signs as well as hammering the message home by newspaper advertising. The outdoor poster advertising campaigns are conducted on the same basis as the regular 50-50 newspaper advertising campaigns.

This method of publicity has been very effective and has proved one more valuable sales aid to Bird Dealers.

Two types of signs have been used—one the regular large bill board poster, size 10 feet high by 25 feet long, lithographed in six colors, which has been appearing during the selling season this year on approximately one thousand two hundred and fifty boards within the city limits of central and western cities.

The other type of sign has been a metal highway sign, size 3 feet by 4 feet, also illustrated in several colors. Nearly a thousand of these have been repeating their message to incoming farmers and outgoing city folk as they have sped along the roads.

These two signs have appeared in city and country from Youngstown to Denver and from the Copper Range, country of northern Michigan to the quays of New Orleans.

In addition to the dealer copy, these boards carry the 128 year old spirit of Bird & Son and typify the Bird reputation for dependable products with the words,

"The years prove them best"

and

"Over a million Birds Roof in America"



BIRD NEPONSET PRODUCTS

BIRD & SON, inc. EAST WALPOLE, MASS.

ESTABLISHED 1795

New York Office, 200 Fifth Avenue

Chicago Office and Plant, 1472 West 76th Street

Canadian Office and Plant, Hamilton, Ont.



Building and Roofing Division Asphalt Shingles

All of Bird's Shingles are made in three colors of natural crushed slate,—Red, Green, Black.

Bird's NEPONSET Twin Shingles are used for roofing the finest residences. The twin shape is ideal for quick handling and insures a saving in time, labor and nails. Size 20" x 12¾". For any roof where pitch is not less than four inches to the foot.

Bird's American Twin Shingles are shorter than the NEPONSET Twin. Size 20" x 10". For any roof where the pitch is not less than six inches to the foot.

Bird's Proslate Shingles are individual shingles of highest quality. Size 8" x 12¾". Weight about 245 lbs. per square.

Bird's Proslate Fours, four shingles in one, 12¾" x 40", weight about 250 lbs. per square.

Bird's American Fours, four in one, 10" x 40", weight about 195 lbs. per square.

Roll Roofing

Red or Green Slate Surfaced

All of Bird's Slate Surfaced Roll Roofings are coated on the back with a heavy waterproof coating.

Bird's Art-Craft is a designed roofing for use on residences. It is usually applied right over old wooden shingles.

Bird's Shingle Design Roofing is a low cost, sturdy roll roofing, finished with an attractive design. The effect is similar to shingles of the popular asphalt type.

Bird's Paroid Roofing, Slate Surfaced, 90 lbs. per square, crushed slate surface, Red or Green.

Bird's Slate Surfaced Roofing, 80 lbs., is adapted for use on roofs where "color and appearance" as well as durability are important points in the selection of the kind of roofing to use. Crushed slate surface, Red, Green, Black.

Roll Roofing Smooth Surfaced

Bird's Paroid Roofing, manufactured in two weights, is used to cover factories, warehouses,

exceptionally durable roof at a reasonable price.

Building Papers

Bird's NEPONSET Black Building Paper is used back of clapboards and stucco, under

Wall Board

Bird's NEPONSET Board, Cream White, is a waterproofed board used in place of laths and plaster, one side cream white, the other light tan.

Floor Covering Division

Bird's Neponset Floor Covering is made in patterns suitable for any room in the house.

Bird's Neponset Rugs are made in a variety of colors and patterns.

Bird's Neponset Rug Border is made in Plank and Parquet patterns and is suitable for use around large rugs and in hallways.

Bird's Lining Felt, a standard felt to be used under carpets, linoleum and printed floor coverings.

Box Division

Bird's Neponset Fibre Shipping Cases, made of heavy fibre board, replacing wooden boxes for shipments up to 90 pounds.

Bird's Neponset Shoe Cartons, shipped flat, to be set up as used in shoe factory.

Tack Boxes, the standard boxes of the trade for shipping tacks and screws.

Bird's Neponset Flower Pots of waterproof paper, for shipping and replanting.

Special Paper Division

Cartridge Paper, used by manufacturers of cartridges and shot shells.

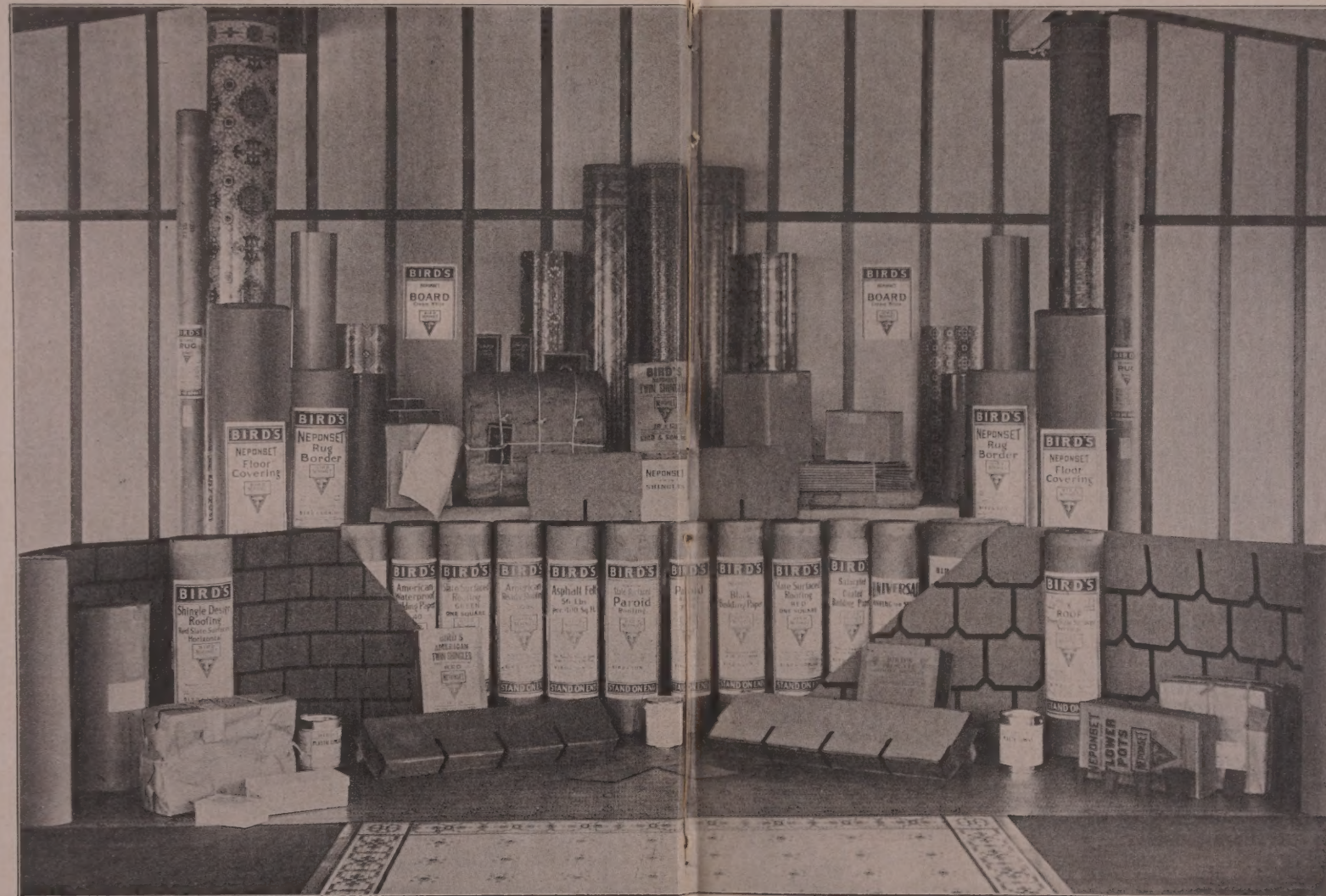
Rocket Paper, for the manufacture of rockets.

Black Tube Paper, for lining electric light sockets and other fixtures.

Press Board, for use in the manufacture of guide cards and other office supplies.

Binder's Board, for book covers.

Bird's Case Lining, a pliable waterproof paper for lining shipping cases.



large barns and other buildings where a very high-grade roofing is required. This roofing has given satisfaction for over 20 years.

American Ready Roofing, three weights, is similar to Paroid, but is not as high quality roofing.

Roll Roofing Mineral Surfaced

Bird's Granitized Roofing, two weights, is surfaced with a green mineral which gives an

shingles—both asphalt and slate surfaced.

Bird's Saturated and Coated Building Paper, 32 lbs. per roll of 500 square feet. This is a lighter weight paper than NEPONSET Black, and is used for practically the same purposes, where a lower priced paper is needed.

Bird's American Waterproof Building Paper is saturated, but is not coated with waterproofing material.

Specialties

Bird's Asphalt Felt is used for insulating purposes for use under slate and asphalt shingle roofs.

Bird's Built-Up Roof is used on factory and office buildings.

Bird's Roofing Paint, Red and Black, is a waterproof paint made especially for use on roll roofings.

NEWS FROM THE NORTH

CANADA

Another year, which has not been without its uncertainties and unusual difficulties, has passed into history.

Here in Canada, the recovery of general business from its depression of over one and one-half years did not make itself felt until late fall, and while no tremendous change is looked for, it is generally believed that 1923 will be a good year.

The crops of 1922 were excellent and the prices fair. The balance of trade has developed so favorably for Canada that the Canadian dollar has been at a slight premium in New York during the past few weeks. Export trade is being increased in good proportion, especially within the Empire where preferential tariffs are gradually being worked out between the Dominion, Great Britain and the Colonies.



W. R. McNeil, Vice Pres. and
Gen. Mgr. Bird & Son, Ltd.

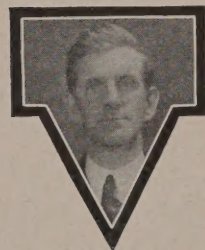
Keen competition has put prices at a low level and encouraged the making of poor quality roofings to sell at a low price, but our records for the year clearly prove that the user of roofing still prefers good roofing.

The continued loyalty of all of our employees throughout Canada has made itself felt, even more than ever, during the past year, and it is my earnest wish that general conditions throughout the year 1923 may show such improvement that to each one will come a full measure of prosperity and happiness. —W. R. McNEIL.

CANADIAN PLANT READY FOR A BANNER YEAR IN 1923

Conditions in Canada during the past year has given the Manufacturing Department a wonderful opportunity of getting our plant in such condition that will allow us to take care of the future which must surely come to a country like ours.

During the year, we have improved the quality of our products, broken many production records, and added a few new products to the NEPONSET family. We have every reason to feel that next year will give us the opportunity we have been waiting for, and allow us to run to the limit.



C. P. Cowan
Mfg. Mgr. Canada

One of the most gratifying features has been the cooperation of our men and department heads, and we want to take this opportunity of conveying to them our appreciation. With a continuation of such efforts, we can look forward with much confidence.

To all we extend our very Best Wishes for a Happy and Prosperous New Year.

—C. P. COWAN.

HONEST GOODS—HONEST SERVICE

Christmas—a day of remembrance with merry traditions and home gatherings.

A New Year—a happy outlook always, because each New Year means a chance to work more, and so to enjoy more.

Bird & Son people can look forward, I believe, with happiness and hope for 1923. The business world is adjusting itself to principles that have long typified Bird & Son. They are simple, sensible principles—perhaps you and I and everyone will prosper if we observe and follow them. Honest goods and honest service, a sane development doing the things we are best fitted to do, practicing economy yet always daring to tackle the big job in a big way—do not these things mean Bird & Son?



D. A. Chase
Asst. to Pres.

1923 is a chance to prove that we know how to be normal—and normalcy in America means prosperity. Again, a Happy New Year!

—D. A. CHASE.

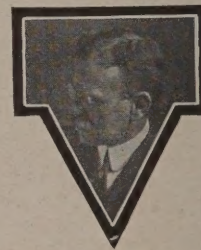
THE PLANNING DEPARTMENT REVIEWS A SUCCESSFUL YEAR

We take this opportunity of expressing our appreciation of the very earnest cooperation that has been given "all during 1922" by our various Mill Planning Departments to the Central Planning Department, more familiarly known as PN.

About a year and a half ago, we put into operation the present system of having a local Planning Department in each mill and started with FB, our Building and Roofing Division, under the direction of George Smith. Later, another department was started at FF, the Floor Covering Plant, with Ralph M. Wight in charge, and early this year O. J. Goodspeed took over the planning work of the Main Mill Division.

This plan seems to work out very satisfactorily and the three men mentioned have certainly proved their worth to Bird & Son, and have put forth every effort to help PN keep stocks at a proper and safe level, and we feel sure the Sales Department will bear us out when we say that there have been few causes for complaint against the service rendered customers in 1922.

In PN the burden of the planning work, as well as the supervision of Production Records falls on P. N. Hills, and we appreciate very much the way he has put his whole spirit into the work, and made it possible for us to get a good line on the weekly doings of our machines and departments, keeping us in touch with production, wastes, lost time, daily incoming orders and



W. J. Score, Mfg. Office
Supt. of Planning

balance of stock, etc., all this with a view to getting more even running conditions for our machines, the goal for which we are constantly striving.

The other members of the PN staff very ably help this good work along.

Mill labor and expense analyses this year show marked improvements and real savings in all our mills, which are reflecting themselves in our costs. We hope to make this part of our work of greater value to the superintendents in 1923.

1922 has been a big year for Bird & Son, but we expect a still bigger year in 1923, and we can assure the management that all members of the Planning Department of Bird & Son will be on the job.

We wish everyone a very Merry Christmas and a Happy New Year. —W. J. SCORE.

A CORNER OF THE DISPLAY ROOM AT EAST WALPOLE

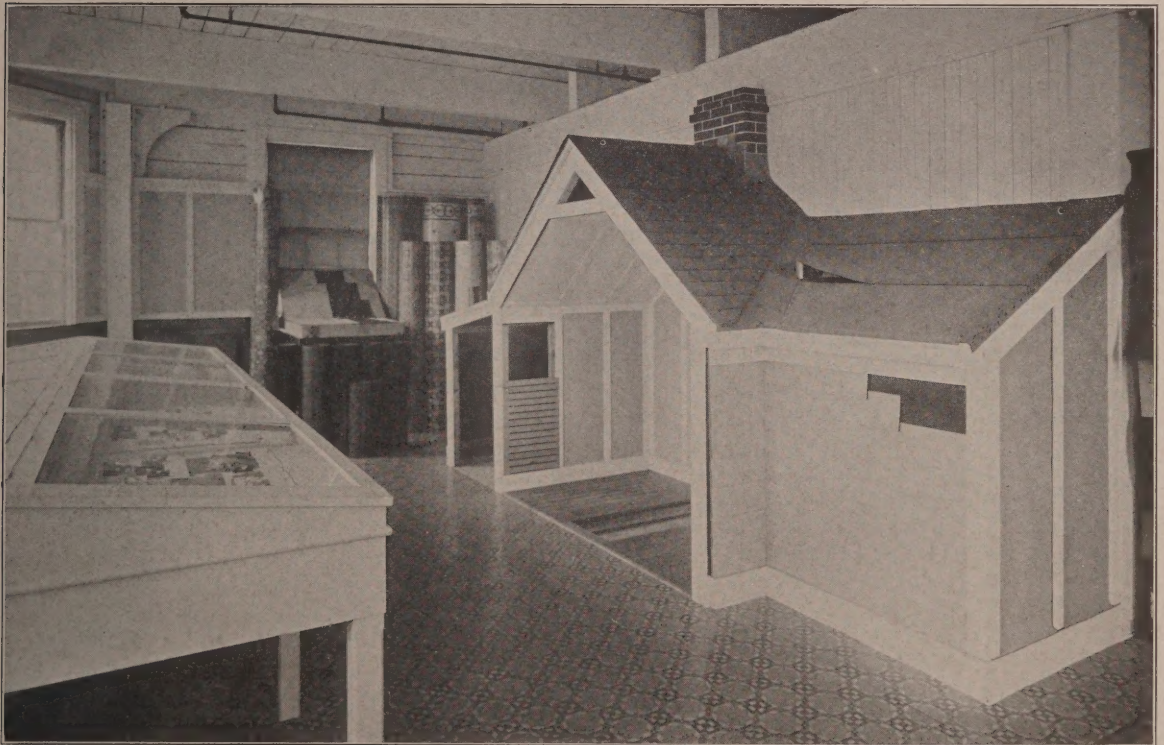
This room on the second floor of No. 2 Box Shop has recently been fitted up with an interesting and instructive display of our line. To this room new salesmen, visiting buyers, and all others interested in the manufacture, application or use of Bird's NEPONSET Products may come, and here they

and samples of the goods in process of manufacture, from raw stock and dry felt to final coating. Two sections of the case are devoted to Roofing and Building Paper, two to Floor Covering and a number of fine photographs of Mill Departments and machines are included. An interesting feature of this display is the exhibit of the Box Division showing the entire history of a NEPONSET Fibre Shipping Case from pulp to sealing strip. A display of Cartons and Special Papers is to be arranged soon.

A miniature section of a house has been erected showing the proper application of our roofings and building papers as in an actual building. Valleys, flashings, ridges, coves, and cemented laps are all made in accordance with our printed directions, and the several uses of Bird's Black Building Paper are clearly indicated, just as it is used behind clapboards, under shingles, in place of back plaster, and between floors.

Open and finished rolls with fixtures may be examined here, and a simple and convenient rack for open rolls is shown (partial view shown at extreme right).

The walls are finished with Bird's NEPONSET Board, panelled to show the effect of the cream white, light tan and painted surfaces.



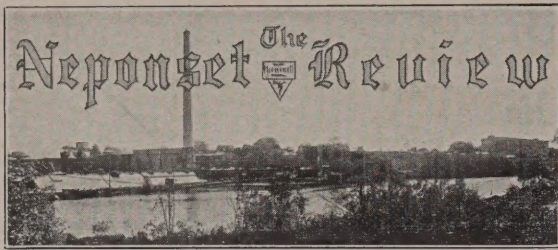
Corner of Display Room for Neponset Products in No. 2 Box Shop Tower

will find exhibits showing the details involved in the manufacture and use of our building materials and specialties.

Assembled here is a complete representation of every product we make. In the cases (shown at the left) are boards on which are mounted specimens of the raw and wrought materials used,

The floor is covered with NEPONSET Floor Covering and Rugs. In addition to the exhibit of the Floor Covering Department showing the various stages of manufacture there is an attractive collection of finished goods—Rugs, Rug Border and 8/4 material in several new and beautiful patterns.

—A. E. F.



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Editor and Publisher, B. D. Rogers

Correspondents

Sales	.	.	.	P. H. BAILEY
Library	.	.	.	A. S. BLANEY
Suggestions	.	.	.	M. E. KALER
Floor Covering	.	.	.	H. E. ROUILLARD
Building and Roofing	.	.	.	E. L. CHAMBERLAIN
Main office	.	.	.	A. M. BROWN
Pont Rouge	.	.	.	E. A. DESLISLE
Hamilton	.	.	.	W. R. MCNEIL
Phillipsdale	.	.	.	T. G. HENDERSON
Main Mill	.	.	.	S. W. SMITH
Chicago	.	.	.	W. W. WILSON
Athletics	.	.	.	A. W. SMITH
Health	.	.	.	M. R. LEAVITT

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Face the problems. If we are to succeed, it must be by each doing to the best of his capacity, remembering that in a sense he is his brother's keeper.

—Theodore Roosevelt.

"GOD BLESS CHRISTMAS"

Charles Dickens, the great author, who wrote "A Christmas Carol," wrote often of Christmas in his many books, and he never failed to emphasize this happy holiday as the time of jollity and mirth, of thoughtfulness and kind deeds for others. In his own words he says—

"I have always thought of Christmas as a good time; a kind, forgiving, generous, pleasant, time; a time when men and women seem by one consent to open their hearts freely, and so I say, 'God Bless Christmas.'"

For you and yours may the coming Christmas be a very happy and in every way a most enjoyable one!

—THE EDITOR.

MERRY CHRISTMAS!

What a genuine ring the old phrase has!

What a wealth of memories of many years it conjures up!

There have been "glad days and sad days and bad days" in Christmas Past but here we are in Christmas Present and its "Merry Christmas" because we put ourselves out to make it merry.

The more we put ourselves out to make it merry for *somebody else* the merrier it is for us.

Why isn't this just what we mean by the Christmas Spirit?

You cannot go flock by yourself in a corner and be merry. It takes two or more, "the more the merrier."

Why is not Christmas Future, that time even now evolving when mutual Service shall be the rule, worth while lifting our eyes, setting our hearts and putting our hearts to?

Why shall we not, these times, when there are so many sinister things brewing, hold, as individuals, to some such a noble and inclusive ideal?

The worker then will give *full value for his wages*, the employer will be quick to note and reward *faithfulness*, the maker will *make for service*, the seller will give a *square deal* and the ultimate consumer will *grin with satisfaction*.

All can say with Robert Louis, "I know what happiness is for I have done good work."

Is not this an ideal of Merry Christmas indeed?

—H. E. R.

DON'T CATCH THAT COLD!

Better still, don't let that cold catch you. The germs are in the air all about you, and in your nose and throat waiting for a chance to develop, but you don't have to provide that chance. The way to avoid colds is to build up the bodily resistance so that the germs cannot grow. The main thing is to be sure you get plenty of fresh air.

Get out of doors a part of every day.

Walk to and from work.

Sleep eight hours every night with the windows of your sleeping room open.

Don't *overdo* anything—eat, work, or play. And above all—Keep Serene. Worry is the arch enemy of health.

If you are unfortunate enough to get a cold, come to the hospital.

THE REVIEW

This issue of the "Review," which goes to our dealers, stockholders and many others with whom we do business, is, as you know, practically a sales number, containing messages from our executives and news of interest to our friends outside the organization, as well as to those of the immediate family. For this reason, and because of the lack of space, most of the regular columns and personal items had to be omitted.

In January, 1913, the Review made its first appearance. During its ten years of existence, it has undergone several changes as to size and make up, but has always kept in mind the purpose for which it was started—to present news of interest and ideas, reviews and articles that should be an aid to all of us.

We are always open to suggestions for improvements in our paper and appreciate receiving suitable material for use in its pages.

What do you think of the Review?

Library



"The true university in these days is a collection of books."
—Carlyle.

Carlyle's Christmas Gift

It is no drawback for a Christmas gift to be useful, as well as ornamental, but there is pathos in Carlyle's presentation of a washing table to his wife at Christmas, 1850. At that time he had long escaped poverty, but could conceive no more pleasing gift than this most utilitarian article which he promised in a note, which the curious may still read at his house in Cheyne row: "The Prophecy of a Washstand to the Neatest of All Women. Blessings on her bonny face, and be it ever blithesome, as it is dear, blithe or not—T. Carlyle, Dec. 25, 1850." This message appears to have been written in a hurry, as if Carlyle, hearing the clocks strike midnight, exclaimed: "God bless my soul! It's Christmas day. Jennie should have a present. She spoke of a washstand the other day. She shall have it," and forthwith penned the promise thereof. Anyway, he gave a five pound note, and Mrs. Carlyle bought a marble and mahogany washstand.

The wise old philosopher, Socrates, once said that no gift is worthy which does not benefit as well as please the recipient. The perplexed Christmas shopper can have his difficulties smoothed out if he will follow this good advice: make his selection of gifts among books, for nearly every one, even if not a habitual reader, is pleased with a book on some special subject in which he is more or less interested. An evening spent in perusing the attractive Christmas catalogues of the best publishing houses, and the Wednesday and Saturday editions of the *Transcript* gives a wide field for choice from the best new books and reprints. Well informed attendants in the book shops are always ready to assist in finding the right book for the right person. We have made a collection of such catalogues in our library.

Theodore Roosevelt once said that public libraries are excellent institutions in their way, but you can't get half the enjoyment out of a book unless you own it yourself and learn to love every dog-eared page of it. A library for the children should be started in every household, but great care should be used in the selection of books. The American Library Association, whose authority is unquestionable, has compiled the following list of books for young people; one or more volumes we hope will be added to every family library in our community this Christmas season.

Little Women
Alice in Wonderland
Robinson Crusoe
Tom Sawyer
Treasure Island
Boys' Life of Abraham Lincoln
Jungle Book
Fairy Tales
Child's Garden of Verses
Merry Adventures of Robin Hood
Tales from Shakespeare
Boys' King Arthur
Story of Mankind
Rebecca of Sunnybrook Farm
Home Book of Verse for Young Folks
Christmas Carol
Rip Van Winkle
Mother Goose Rhymes
Hans Brinker
Boys' Life of Theodore Roosevelt
Wonder Book
Wild Animals I Have Known
The Arabian Nights

Alcott
Carroll
Defoe
Mark Twain
Stevenson
Nicolay
Kipling
Anderson
Stevenson
Pyle
Lamb
Malory
Van Loon
Wiggin
Stevenson
Dickens
Irving
Dodge
Hagedorn
Hawthorne
Seton

The great librarian, John Cotton Dana, has given a great deal of attention to books essential in business and has suggested that every business man's library contain the following reference books:

New international Year Book A good home dictionary
A compact encyclopaedia The World's Almanac
Dictionary of Quotations An atlas
Scientific American Reference Book

These contain a wealth of information available for the students of the family as well, and if a part of the home library, may insure better prepared lessons than when the entire information on special subjects must be obtained from public and school libraries.

Suggestion Column

IF AT FIRST—

The old proverb goes, "If at first you don't succeed, try, try again." If you have sent in a suggestion and it was rejected, don't feel "it's no use." It pays to keep on trying, as many people in the plant can testify.

There is one man who in two years has had 29 suggestions accepted and who has received \$340 in awards. During the same period another had 13 suggestions accepted and has received \$165 in awards. Both men submitted many suggestions that were rejected, but kept right on sending them in.

If you see anything about your work, your department, or the plant in general which you think can be improved, write out your ideas and drop them in the Suggestion Box.

The following suggestions were accepted during the month of November and the standard prize of \$5.00 awarded for each:

Valve on settling tank, DP machine room.....	William J. Livingston, DPP
Change in DP winder drive	Helge Holter, DPP
Electric heat for gum strip machines at FF.....	Oscar L. Knight, FFF
Improved floor in building SFI.....	Arthur W. Damon, SM
Install overhead track in yard back of pulley shed.	Maurice Sullivan, SM
Improvement to elevator lift in SP.....	Oscar L. Buzzell, SP
Improvement to walls of room off DMPM5 winder	Patrick Maguire, DMP
Install electric light with reflector, under table for ironing splices, FBPM1..	Stanley B. Allen, FBP
Reverse wetting roll drive on FBPM1 shingle machine.....	Raymond C. Call, FBM
Install checking stand on scale at FFD.....	Patsy Sansone, FF

BIRD & SON CHRISTMAS REMEMBRANCES

Following the custom of the past few years, we are sending all Fellow Workers Christmas Greetings and Best Wishes for the New Year, together with a Xmas Check to those who have been with us for one year or more, according to the length of service.

1 to 4 years inclusive	-	-	\$ 5.00
5 to 9 years inclusive	-	-	10.00
10 to 14 years inclusive	-	-	15.00
15 to 19 years inclusive	-	-	20.00
20 to 24 years inclusive	-	-	25.00
25 to 29 years inclusive	-	-	30.00
30 to 34 years inclusive	-	-	35.00
35 to 39 years inclusive	-	-	40.00
40 to 44 years inclusive	-	-	45.00
45 to 49 years inclusive	-	-	50.00
65 to 69 years inclusive	-	-	70.00

BIRD & SON, inc.

NEPONSET CREDIT UNION

We have enjoyed a very successful year, looking at things from the standpoint of increases. Our membership has increased nearly forty per cent over last year. We now have 494 members owning altogether over 3000 fully paid shares.

Our 1922 Christmas Club showed many the value of saving, and with but two exceptions all the members have signed up for 1923. With this fact in mind, we have every reason to believe that our 1923 Christmas Club will put all others in the background.

The Savings Department went through the year with a $4\frac{1}{2}$ per cent interest rate, a higher rate than is paid by the trust companies of adjoining towns.

THREE THINGS TO REMEMBER																																												
The Basis	The Week	The Days																																										
1 Work and Earn	NATIONAL THRIFT WEEK- Always begins on Benjamin Franklin's Birthday, January 17 th ... JANUARY 1923 <table><tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr><tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr><tr><td></td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr><tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr><tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr></table> 1923 Objectives Half million Budget League 5000 THRIFT CLUBS Franklin's Birthday Celebration	S	M	T	W	T	F	S		1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			Wednesday 17 th <i>Thrift Day</i>
S		M	T	W	T	F	S																																					
		1	2	3	4	5	6																																					
		7	8	9	10	11	12																																					
13		14	15	16	17	18	19																																					
20		21	22	23	24	25	26																																					
27		28	29	30	31																																							
2 Make a Budget		Thursday 18 th <i>Budget Day</i>																																										
3 Record your Expenditures		Friday 19 th <i>Life Insurance Day</i>																																										
4 Have a Bank Account		Saturday 20 th <i>Own Your Home Day</i>																																										
5 Carry Life Insurance	Sunday 21 st <i>Share with Others Day</i>																																											
6 Own your own Home	Monday 22 nd <i>Pay Your Bills Promptly Day</i>																																											
7 Make a Will	Tuesday 23 rd <i>Make a Will Day</i>																																											
8 Pay Bills Promptly																																												
9 Invest in Safe Securities																																												
10 Share with Others																																												

Dividends Paid.....	432.45
Guaranty Fund.....	127.65
Victory Bonds.....	2,000.00
Int. on Investments.....	108.75
Bird & Son Advances.....	2,200.00
N. E. Tel. & Tel. Co. Bonds.....	980.00
Am. Tel. & Tel. Co. Bonds.....	911.25
N. Y. Central R. R.....	955.00
Whitman Co-op. Bank Mat. Shares.....	2,000.00
U. S. Treas. Cert.....	9,000.00
Cash on Hand, October 31, 1922.....	1,708.08

\$78,451.20

A. W. Smith, Treasurer N. C. U.

GIRL SCOUTS

The Cooking Contest and Food Sale which was held in the Tiot Lunch Room at East Walpole on Saturday afternoon, November 25, was a great success.

There were 82 different articles of food entered for the contest, which kept the judges busy for a considerable length of time. Score cards had been made out in advance and the cakes, pies and biscuits were judged according to appearance, texture and flavor. Ribbons were awarded as prizes, the money offered by the Snow-drift company as prizes going to help swell the treasury of the Girl Scouts. The prize winners were as follows:

1st Cake, Mrs. Peter Wickham
 2d Cake, Mrs. G. W. Poore
 1st Pie, Mrs. John Brimmer
 1st Biscuits, Mrs. Peter Wickham.

The judges were Mrs. F. H. Lovejoy, Mrs. S. H. Kay, and Mrs. Leonard Bartlett. The Sale was under the direction of the Troop Committee, consisting of Mrs. G. R. Wyman, Mrs. R. H. Kimball, Mrs. W. E. Harper, Mrs. G. M. Graves, Mrs. Louis Anderson and Mrs. Frank Whitehead. Very nearly \$30 was realized by the sale of the food.

The Girl Scouts are very grateful for the hearty co-operation and assistance they received in this effort.

BOY SCOUTS

Lyman Vander Pyle of PFL has joined the Scout ranks as Signal Officer.

The Norwood and East Walpole Troops assembled in South Norwood for a Good Fellowship Meeting, Friday, November 17.

Five new Scouts have passed their tenderfoot tests and are preparing for their second class tests.

Meetings are held regularly Friday evenings at the Bird Club gymnasium. Parents of the boys are cordially invited to attend.

Owing to the fact that the resources for our investments are limited, and the state banking laws governing Credit Unions prevented us from using the accrued interest due us, we were able to pay but a six per cent dividend to our shareholders. Our dividend rate for 1922 did not show our true earnings.

The following statement of our Receipts and Disbursements will show better than words can tell the business we have done during 1922:

RECEIPTS AND DISBURSEMENTS DURING THE YEAR ENDING OCTOBER 31, 1922

Receipts

Shares.....	\$ 6,673.09
Deposits.....	38,301.87
Loans Repaid.....	24,858.75
Entrance Fees.....	61.00
Interest.....	1,503.49
Guaranty Fund.....	15.00
Bird & Son, inc. Advances.....	2,200.00
Dividend.....	1.43
Sale of U. S. Treas. Cert.....	4,000.00
Returned Premiums.....	5.61
Cash on Hand, October 31, 1921.....	830.96

Total..... \$78,451.20

Disbursements

Shares.....	\$ 2,877.35
Deposits.....	29,591.65
Loans Made.....	24,760.52
Expenses.....	439.23
Int. Paid on Deposits.....	359.27

Bird Club Meeting

Friday Evening December 22, 1922

Bird Hall - 8 P. M.

TRAVEL TALK

"IN THE JUNGLE AND OUT"

In Malaya

Illustrated by georgeous colored views.

Speaker: Dr. Wilfred R. Wilson.

Dancing until 12 o'clock.

SAFETY FIRST

Question No. 10 appearing in Fire Brigade Questionnaire, sent out last February, read:—

"Do you know how to charge an extinguisher?"

Nearly every man answered by saying "Yes."

My advice to you is—be sure you do, for we have learned from Chief Tommie Smith of Hollingsworth & Vose Fire Department of an experience which occurred there. Chief Smith ordered one of his men to discharge and recharge a Foamite Firefoam Extinguisher. He discharged it by the regular method of tipping upside down, allowing the chemicals to come through the hose. Thinking the extinguisher was empty the man proceeded to take off the cap, which proved no easy task. After turning the cap off to within a few threads of the top the chemicals began to ooze out around the threads of the cap. The extinguisher was set on a sink for about 2 hours until it was thought the pressure was relieved. The man then placed the extinguisher on the floor, holding the top of it between his knees, gave the cap a few turns and an explosion that sounded like a cannon occurred. The cap and inner tube hit the roof, the man and extinguisher were thrown across the room but fortunately no one was hurt.

On a close inspection of the extinguisher later, it was found that the elbow to which the hose was attached was filled with dirt.

If these directions are followed, we will avoid any such trouble as mentioned:—

Wash Extinguisher and all parts thoroughly before charging; draining water through nozzle to make sure that the outlet is clear.

If used, clean thoroughly and recharge immediately. If not used, discharge it and recharge yearly, and record date last charged on tag attached. Protect extinguisher from freezing. Prepare the charge as per directions given on packages.

F. W. FISHER,
Safety Inspector.

SOME TROPHIES OF THE HUNT



W. J. Quinn of DMP2, Wilbur Fay of EMM and Charles Maiers recently returned from the wilds of Maine with more than a few feeds of venison chops and bear steak. This picture was taken in front of their camp deep in the big game wilds.

Bill Quinn of No. 2 Paper Machine, Wilbur Fay of the Machine Shop and Charlie Maiers, formerly of the Machine shop, all well known hunters, have been regaling their friends with many interesting accounts of their recent trip into the big-game wilderness of Maine, whence they returned recently with a goodly supply of venison and bear. Their camp, Camp Jersey, is located on Mopang Lake in Township 29, Maine, in the great hunting grounds northeast of Bangor toward the border of Canada surrounded by miles of woods in which deer abound.

In speaking of his trip recently, Bill Quinn said: "We certainly had a great trip this fall. During the week we got five deer, four bucks and a doe, and best of all a bear. The largest buck, an eight-pointer, weighed about 275

pounds, the others were slightly lighter. By a curious freak of nature the doe, which weighed about 190 pounds, had a single horn on her head about 4 inches long.

"One day while we were out we found indications of a bear and after hunting a short while I was fortunate to run across him and bring him down. He weighed 200 pounds. Bears are becoming scarce owing to the number of hunters who seek them for the \$10 bounty offered by the state of Maine. This has been the finest beechnut year in that section for the past seven or eight years and the result is that the deer and bear are fat and in fine condition.

"Deer are becoming more abundant and this is due to the strict enforcement of the game laws. In recent years the lumbermen occasionally found places where the deer had yarded up in the deep snow and they would trap the whole herd and kill them for meat. Gatherings of from five to fifteen deer had been cleaned out in this method as the deer were unable to escape through the heavy snow. The game wardens have put a stop to this.

"Not so many years ago moose were plentiful in that section, but as this animal moves on from day to day and year to year, he has left that vicinity. Many of the natives and guides believe that the moose have departed into the Canadian wilds, but they may return to Maine in larger numbers in a few years, although they are more apt to remain in the wilder sections of Canada."

The trip was made by auto and all five deer and the bear were brought back to East Walpole.



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL

FLOOR COVERING PLANT IS WINNER FOR
NOVEMBER

Standing is Close for all Divisions

Standing for November

	No. of Emp.	Acci- dents	Days Lost	Standing
FF	199	2	7	.954
ER and EM	148	1	10	.946
FX 1 and 2	219	1	23	.932
DM and DV and DF	259	3	19	.931
FB	265	6	8	.924

After leading all divisions for three months, the Floor Covering plant slipped in October but are in the lead again for November. This excellent showing is more commendable when it is remembered that a year ago FF was a pretty consistent occupant of the lower rungs of the ladder. The improvement shows what can be done when the interest of everyone in the elimination of accidents is aroused. The two accidents charged against them this month must go in the preventable class; one man dropped a casting on his finger, and another caught his finger between the hanger and apron.

The Maintenance Departments and the Box Shops each had one accident, but both were rather serious. John Lobisser strained his back while lifting a beam, and Carl Giametto was painfully injured when his hand was caught in the rolls of the combiner at FXC.

The Main Mill Departments had more than their share of accidents, and they were all of the usual kind—a strain from lifting, an injury from a falling roll, and a stumble.

Some month we are going to have a report without mention of an infection caused by a neglected cut, but FB prevents our doing it this month. They are charged with six accidents, all minor, but all involving lost time.

A careful workman is a thoughtful workman. Let's mix a little thought with our jobs.

SAFETY COMMITTEE.

Plant and Office Notes

ACCOUNTING METHODS IMPROVED

The year 1922 is drawing to a close and in reviewing the year's work I feel it is in order to say that improvements have been made in our methods of accounting which enable us from time to time



A. H. Anderson, Auditor

to turn over reports which are of considerable value in showing the trend of business, and, I believe, in view of these improvements, we are also in a position to render much better service to our customers and vendors, as well as to our executives. This betterment has not been carried out without the full cooperation of all the departments in the organization, and I bespeak the continued cooperation in making still further improvements in our methods during the year 1923. Best wishes for a Merry Christmas and a Bright and Happy 1923.

—A. H. ANDERSON.

OFFICE NOTES

May Silverman of the Payroll Department has been busy acknowledging the best wishes of her friends since she appeared at work one morning recently with a diamond.

We are glad to welcome Miss Margaret Paff who has joined the Purchasing Department force; and Miss May F. Morrill who is assisting on the telephone switchboard; Nils Witterwik is doing special work in the Accounting Department and Margaret A. Kelley is now a member of the Statistical Department.

Buddy Mutch is back on the job after a week's vacation in New York.

MAIN MILL

We offer hearty congratulations to Patrick Maguire of No. 5 who has just been married.

Joseph Knaus has just returned from a week's hunting in Ossipee, New Hampshire. Joe says it's great sport when you can pop off 8 to 10 big white rabbits in a day, and as many partridges. He says next time, however, he's going to carry a combination gun with a rifle barrel so that the deer can't run down the cart path and leave him standing in the road holding a shot gun.

How "The Professor" Acquired His "Name"

When "Professor" (John M. Smith) first started to work, he secured a position at Stetson's factory in Walpole. At that time most boys went to work about as soon as they were able. John, however, had had the advantage of being graduated from the Walpole High School and was adjudged a very learned man, so much so that, when any debatable question arose, the rest of the boys would ask "the Professor." In a short period of time it became a by-word (instead of saying "Ask Dad, he knows") to say, "Ask the Professor." Now we know why we call him "Professor" when we greet him.

His many friends here were glad to learn of Whitman Rouillard's success at Tufts College where he has entered on his second year in the Department of Chemical Engineering. He was ninth in the entire college in the special honor list of students who had maintained an average of "A" for an entire year's work.

On Tuesday p. m. about 3.30 a team of Bill Carberry's horses were coming along the road between the No. 2

Machine Room building and the pond. They became frightened when the teamster tried to hold them in the road. The rein broke and one horse slipped into the river, pulling the other horse and cart in with him. Both horses were drowned. The driver worked heroically to free them but all was in vain as the water was very deep in that section. Jack Smith's crew got both horses and cart from the river in record time.

BOX SHOP

Samuel Hunter is being groomed by his friends for United States senator. His hitherto unsuspected ability as an orator makes them believe that he will be a worthy contender for senatorial honors.

Savina Donicelli, who recently left to be married, was surprised on her last day here to find her machine gaily decorated as an expression of her fellow workers' good will.

We are glad to report that Mazie Driscoll is recovering rapidly after her recent operation for tonsils.

The Crysanthemum Club is busy making preparations for their Christmas party to be December 18.

FLOOR COVERING NOTES

Congratulations to Henry Grover on the acquisition of a baby daughter born November 11.

Mike Dzurbanick is studying English at night school in Norwood.

At the last Bird Club entertainment the black face men pulled off a good one on Ed Lines to the effect that he thought he drove an automobile. The victim wasn't there to hear the laugh, but he wants is distinctly understood that his car is not a Ford but a light Lincoln. A rose certainly does smell just as sweet by whatever name it is called.

Our latest mechanical acquisition is the machine for making paper tubes transferred to us from the main Mill.

William Broadley is assisting in the Laboratory alternating in five week periods with a course in Northeastern University.

Schreiber is back at work again after a rather serious mastoid operation.

We are making Neponset Floor Covering Rugs and Rug Border up to our capacity now. Business is good and is bound to be better so that expansive enlargement in our production seems to be the logical next step.

ANGELO VINGEROSO

On November 26, Angelo Vingeroso, who was employed as fireman in the Main Mill boiler room, died after a short illness at the Framingham Hospital. He was a capable workman and well liked by all with whom he came in contact. He was a charter member of the Italian-American Society, which sent a large delegation to the funeral. The deceased is survived by a wife and baby to whom we extend our sympathy.

JOHN KING

On Saturday, December 2, his associates at the Building and Roofing plant were saddened to learn of the sudden death of John King, one of the oldest employees in point of service at the Norwood plants. Mr. King had worked here continuously since March 15, 1902, always in the Finishing Department of the Roofing plant, where he was universally known and liked. Funeral services were held from his late residence, 249 Railroad Avenue, Tuesday morning, December 5, and were attended by a delegation of the Old Timer's Club at FB, Michael Mohan, Charles J. Watson, Andrew Mannimon and John Sheehan. We extend our sincere sympathy to the bereaved family.

BUILDING AND ROOFING

Our deepest sympathy is extended to Superintendent and Mrs. E. L. Chamberlain in the loss of their only son, Herman Leslie, aged 2 years, who passed away December 5.

The spirit of the "Three Musketeers" evidently pervades the atmosphere at FB, particularly in the Electrical Department, and, if it were not for the absolute integrity and honesty of the persons involved, the asphalt tanks would take a slump, as there would surely be a lynching with plenty of feathers to go with the asphalt.

It seems that those two enterprising young men, Miller and MacDowell, conceived the idea of raffling 2 ducks for Thanksgiving. Everyone joyously contributed, with visions of roast duck before them, but lo! and behold, when the lucky winner was announced, who was it but Jepson. Now if never before, Jep, you can see the advantage of bearing a good reputation, which certainly holds back the finger of suspicion and allows you to pick the bones of the ducks, with a serenity of mind that comes only with a clear conscience.

Mr. Montgomery and Mr. Chamberlain had a very pleasant trip to the Hamilton and Chicago plants during November. Arriving in Hamilton on a Sunday they learned that the next day was a holiday in that Province so they pushed on to Chicago and were mighty sorry not to see the Hamilton plant in operation. The plant was visited even though it was Sunday afternoon and many changes and improvements were noted which bid fair to make it an even better plant than we already know it to be from the excellent records of production during the past year.

The Chicago plant is impressive on account of its cleanliness and the simplicity and efficiency of its machines. During the four days of their visit only one break occurred on the whole machine and they were turning out 1300 to 1400 squares of shingles per ten hours.

For the benefit of our motorists, we wish to state that Ford electrical troubles are quickly, vivaciously and loquaciously solved by Mr. Bassett. He is a pupil of McDowell and holds a degree from the Northsouthern Correspondence Institute of Fordology.

Antonio Potassius, of FBPM7, is building a three tenement house near the Lithuanian Church in South Norwood.

We have just received a memo from Bill Wilson which states:

"Noted with interest in the last *Review* that I am remembered at FF by the fact I wore "the most disreputable hat around there" and that Stuart Nickerson now is the prize taker. For the sake of the "old hat" I would like

to explain that Nickerson moved into the house I moved from at East Walpole and no doubt he found "the old bonnet" which reposed on the shelf in the back hall. I am merely writing this for the "old hat" which even though it has changed owners still should be given credit or discredit as the case may be."

No, Bill, you've got the wrong dope on Stuart's hat. We doubt if it can ever compare with your old one—but of course time will tell.

22ND ANNUAL MEETING

B. & S. inc. Employees Mutual Benefit Assn.

Tuesday January 9, 1923

BIRD HALL

8.00 P. M

NOMINATIONS FOR 1923

President:	R. L. Tupper L. E. Tarr Chas. Savage
Vice-President:	Frank Sutherland R. G. LaFountain M. J. Hawkins
Secretary:	D. J. Cullinane R. M. Springer John Burke
Treasurer:	J. J. Linehan John White D. A. Jones

INVESTIGATING COMMITTEE

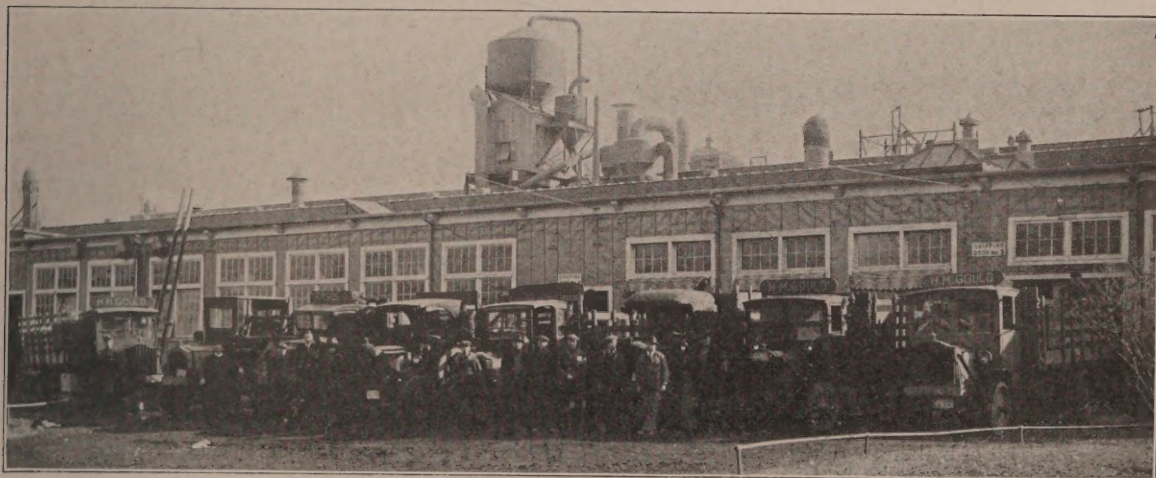
Miss M. R. Leavitt	Ed. Geraghty
H. L. Engley	H. L. Jepson
F. L. Murphy	F. W. Whitehead
L. R. Bernier	H. W. Dixon
James Sword	W. R. Duncan
John F. Dower	F. W. Fisher
W. H. Boyden, Jr.	H. L. Tower

NOMINATING COMMITTEE

A. C. Urquhart	Miss Fannie Murphy
E. D. Huggard	L. M. Pratt
Miss M. E. Cavanaugh	Wm. J. Patterson

Nominating Committee
for 1922

S. W. Smith
F. L. Murphy
C. W. Conrad
D. J. Cullinane, Sec.



Trucks Have Been a Big Factor in the Record Shipments from FB

A very large percentage of our Building & Roofing products are now being shipped by truck. The picture taken at the FB shipping doors is a usual sight almost any morning. At times there has been as many as twelve trucks loading or waiting their turn.

NEPONSET BLACK THIRTY-THREE YEARS AGO

W. F. Fullam & Company, lumber dealers in North Brookfield, Massachusetts, who sell Bird's Roofing and Waterproof Building Papers told our Mr. Traudt just the other day that thirty-three years ago he sold some wooden shingles for use on a church and that Neponset Black Waterproof Building Paper was put under the roofing.

Recently the church had to be recovered, and Mr. Fullam stated that the Neponset Black was in such good condition that the new roofing was laid on over it without removing the old Neponset Black.

Mr. Bartlett says that without doubt this Neponset Black was some of the first we made in what was formerly known as the Old Tavern Building near the office. He recalls when Samuel Bird set up a donkey engine and ran the first dry sheathing through a saturator which was made by a crude machine in this same building.

After the material was made and finished in rolls containing 500 sq. ft. it was carted across the street and stored in the shed joining the old barn. In those days we usually had from two to five tons of stock; five tons was a very large supply, for the trade and shipments were made from this stock by carting the goods either to Walpole or Winslow station, or many times direct to Boston where it was delivered to the dealers' stores.

Bigelow & Douse, Frye, Phipps & Co., Dana Hardware, M. C. Warren Company, G. C. Vinal Company, these were the distributors for New England. About half of them covered Cape Cod section and the other half Cape Ann.

BIRD CLUB ENTERTAINMENT

The first Bird Club entertainment of the year was attended by a large audience of members and guests who thoroughly enjoyed the exceptionally fine program. Scott and Bayrd, styled the "two-man minstrels," had a number of new and timely jokes which were appreciated; Miss Caliste Conant, an entertainer of spirit, amused with her songs; and the members of the musical trio gave

violin, saxophone and vocal selections that deserved and received well-merited applause. Slavin's Orchestra furnished the music for the dancing which was enjoyed from 10 o'clock until midnight. W. R. Duncan, L. M. Vanderpyl, H. L. Badger, and W. A. Beaulieu, with W. J. Score as Chairman was the committee in charge.

BIRD CLUB MEALS

We are pleased to announce that we have been able to reduce prices on transient meals at the Club House. The scale is as follows:

Breakfast.....	.50	.50
Lunch.....	.50	.65
Dinner.....	.75	1.00

With reasonable notice we can guarantee excellent service and food to members and guests.

—HOUSE COMMITTEE.

"HAPPY NEW YEAR LARRY"

The following interesting communication has just been received from Mr. L. C. Campbell of the Gilchrist Department Store, Boston.

"How often you hear the expression that, 'Coming events cast their shadow before them.' So when our genial friend Lawrence Prouty of the Floor Covering Department was discovered displaying more than a passing interest in household articles recently in a downtown department store, isn't it matter enough for us to inquire, 'When does the big event take place Larry?'"

"We understand the girl is Dorothy Thornton, and after the wedding which is not far away, the young couple will make their home at 42 Sacramento Street, Cambridge, Mass."

It look to us as though Mr. Campbell had some inside information, which the rest of us had not heard of as yet and we appreciate his forewarning us of the important step which Prouty is about to take.

ONE OF CHICAGO'S LARGE CUSTOMERS



SALMEN BRICK AND LUMBER CO. NEW ORLEANS, LA.

The accompanying photographs show the new office, group of employees, and one of several attractive display rooms of the Salmen Brick and Lumber Company, New Orleans, La.

We think this is probably the best example in the United States of a retail lumber dealer building a large modern office building for the specific purpose of housing a complete exhibit of building materials.

Several rooms are completely furnished in the new building where prospective buyers may actually see the company's goods to the best advantage. Owing to lack of space we are unable to use other photographs of these very attractive rooms.

The gentleman at the extreme right in the front row in the group picture of the Salmen employees is our Mr.

Peterson. An office in the Salmen building has been reserved for Mr. Peterson, and he will in the future make his headquarters there.

The Salmen Brick & Lumber Company are known as probably the largest Retail Lumber Merchants in the entire South. They began to handle roofing at our solicitation about two years ago. Their first year's advertising of Bird's roofs was so strenuous that we felt it best to call a halt, for we thought they were spending too much money by far. They are also strong Bird's roof advertisers this year.

Their purchases from us up to date this year have totaled \$25,000.00, and we confidently expect before the end of December that we can report that their purchases have been well over \$30,000.00.

—G. N. K.

The Golden Rule as a Working Policy

By Elbert Hubbard

DOING unto others as you would be done by requires faith in your fellowmen. Faith in your fellowmen implies a belief that down deep in the heart of every man, somewhere, is the germ of goodness. Your faith may be a vitalizing ray of sunshine reaching that particular germ. In order to perceive the germ of goodness beneath the rough husk of the workaday world, imagination is required. Imagination is the power to see the unseen.

Faith and imagination mean prescience, prophetic intelligence, or scientific psychology.

When Marshall Field adopted the maxim, "The customer is always right!" he displayed great prescience.

And the order went forth that no employee should ever dispute the word of a customer; so all claims were adjusted instantly on the word of the customer.

We all like to be thought honest and true. Marshall Field complimented his customers—his maxim-made friends—the trade increased.

So successful was the policy of faith in the customer that today all great department stores do business on the money-back basis.

"Customers first!" is a matter of politeness; also it is a matter of diplomacy. And as the word "diploma" means a certificate of merit, so is diplomacy itself an example of truth carried into action.

Diplomacy is politeness—consideration for the rights and feelings of others. It tokens kindness and faith in others.

Diplomacy is not a mere surface pretense.

Men who consider themselves better, wiser and more able than other men will not be diplomatic.

Such know nothing of the Golden Rule, save as a theory. They believe in the rascality of others, not their goodness. Hence they appeal to force.

It is the same with nations. When diplomacy breaks down, war follows. And war never occurs until diplomacy is cast aside.

If governmental diplomats were really diplomatic, war would be an impossibility.

The Golden Rule in trade has been proven a safe, sound and paying policy.

Salesmen who sell goods have to sell themselves first. We give no orders to people we regard as possible rogues, cheats, pretenders and hypocrites.

Diplomats who resort to violence are salesmen who have failed to sell themselves. In order to "sell yourself" you must be both buyer and seller. You must in imagination put yourself in place of the other man. Then only can you do unto others as if you were the others.

Personal quarrels and national wars mean that somebody wasn't big enough to live up to the Golden Rule.



Christmas Bells



I heard the bells on Christmas day
Their old, familiar carols play,
And wild and sweet
The words repeat
Of peace on earth, good will to men!

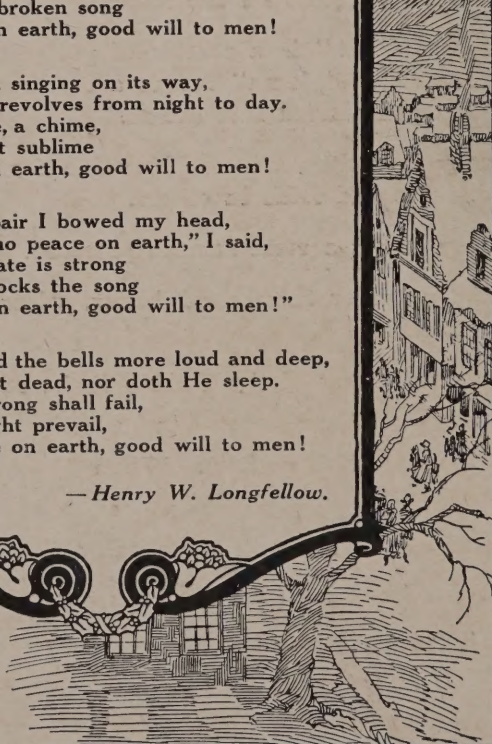
And thought how, as the day had come,
The belfries of all Christendom
Had rolled along
The unbroken song
Of peace on earth, good will to men!

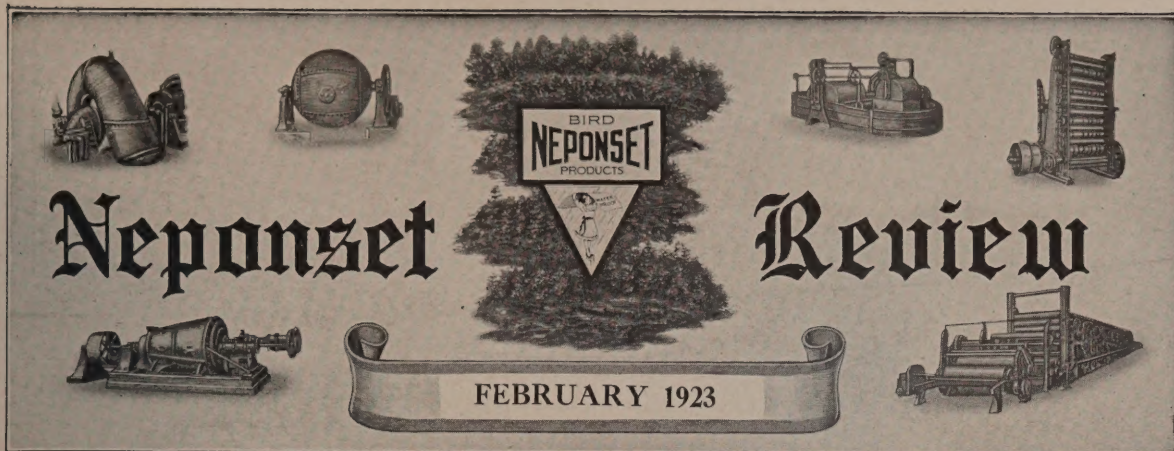
Till ringing, singing on its way,
The world revolves from night to day.
A voice, a chime,
A chant sublime
A peace on earth, good will to men!

But in despair I bowed my head,
"There is no peace on earth," I said,
"For hate is strong
And mocks the song
Of peace on earth, good will to men!"

Then pealed the bells more loud and deep,
"God is not dead, nor doth He sleep.
The wrong shall fail,
The right prevail,
With peace on earth, good will to men!"

— Henry W. Longfellow.



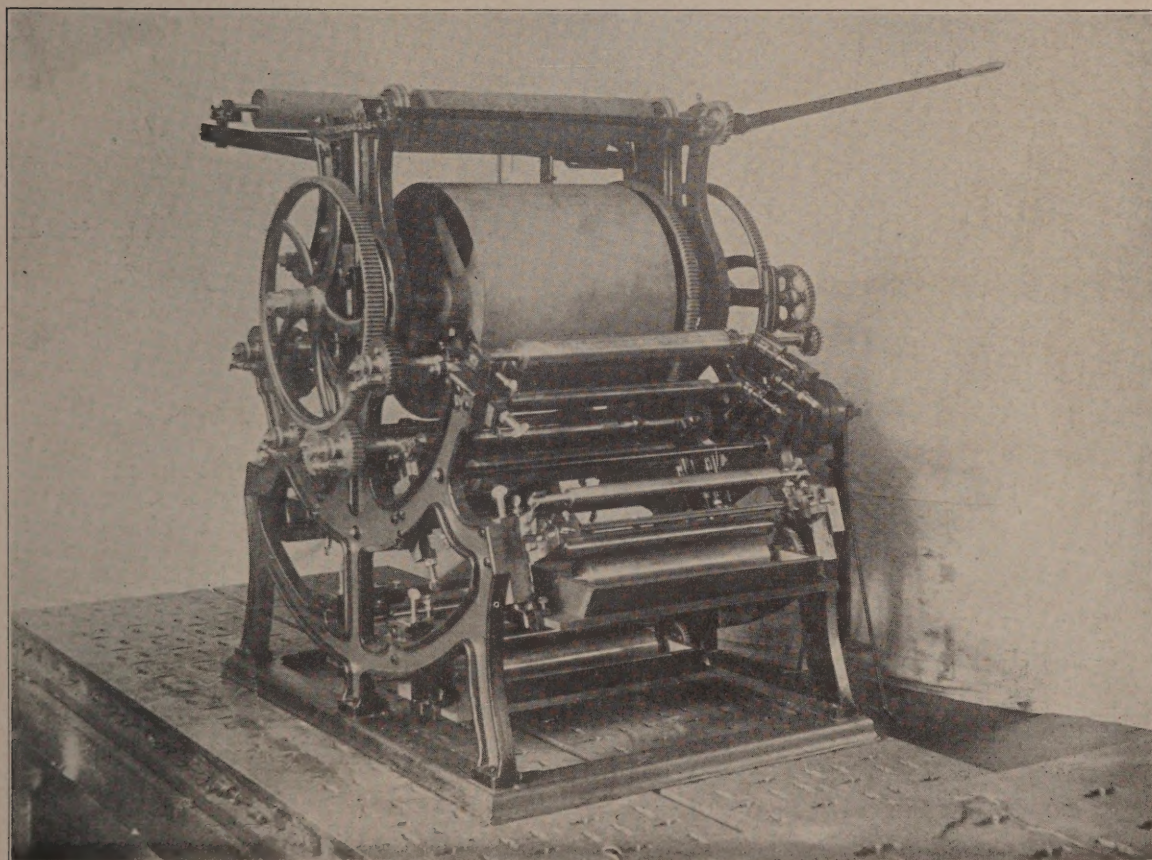


VOL. XI

NO. II.

OUR FIRST FLOOR COVERING MACHINE

Built for us by John Waldron Co. in 1893



The First Attempt at Producing Floor Covering on Paper Base was on This Machine Thirty Years Ago
This Machine Printed a Sheet Thirty Six Inches Wide

How many of our readers know that we were the pioneers in saturated, undercoated and printed paper floor covering? Not many, probably, as the start was made so many years ago that it had nearly escaped my memory, although I had, in the early days, some connection with this product through the experimental department.

Our first operation started in 1888, printing with hand blocks on Neponset Red Rope Roofing. The Rope Roofing product had stood the test of time, being used largely in those days for covering roofs, insulation purposes, etc. It had even been used for floor covering in its original state, without any design being printed on it.

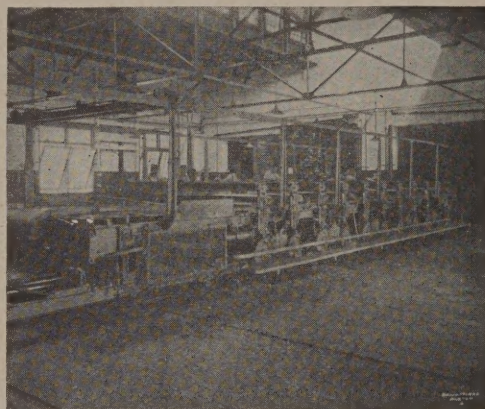
The idea was originated by Mr. Charles

Sumner Bird, who felt so strongly in favor of the product that, on February 1, 1892, after a long period of experimentation, he wrote the John Waldron Company of New Brunswick, New Jersey, to see if they had a machine, or knew of a machine that would take the roofing in the roll form and print it automatically in colors. At this time he requested Mr. Waldron to supervise putting a roll through a color machine.

Between February 1, 1892, and March 16, 1893, tests were made and matters in regard to details of machinery were settled. On March 16, 1893, Mr. Bird sent the John Waldron Company the order for the first floor covering machine, which was to print our goods in five colors. This machine was furnished and erected at Walpole, Massachusetts. Goods were made and marketed, but it was decided that we did not have the right base. During the next few years our attention was directed to other matters. Hundreds of experiments were carried on, leading up to what we consider an ideal rag felt which could be

foundation of our large roofing industry in Norwood, Massachusetts, Chicago, Illinois, and Hamilton, Ontario, and the foundation of our felt mills at Phillipsdale, R. I., and Pont Rouge, Quebec.

The matter of floor covering came up from time to time. Our Paroid roofing in the meantime was used by many people as a floor covering in its original state, surfaced with talc and with no design. In 1910, the decision was made to



One of our modern Floor Covering Print machines
Compare this machine capable of printing goods 108 inches wide
with the original machine shown on first page

resume our activities in producing floor covering, but this time using as a base our felt as made at the Phillipsdale Plant in Rhode Island.

In 1911 and 1912, our new plant at Norwood, Massachusetts, was erected and equipped with modern machinery for manufacturing our present Neponset Floor Covering. The felt base was made at our Phillipsdale, R. I., plant, brought to our roofing plant at Norwood where it was saturated on our wide roofing machine and transferred to our new Floor Covering Plant where, during the year 1912, we produced approximately 1,000,000 square yards. The succeeding years were spent in improving, adding to our plant and producing until, in the year 1922, we produced over 5,500,000 square yards.

Although there was a lapse of time between discontinuing the paper base and taking up the felt base, I maintain that F. W. Bird & Son were the pioneers in saturated, coated and printed paper base Floor Covering, and that they were pioneers in all of the steps leading up to the final perfected Floor Covering that we are marketing today.

—G. R. Wyman.

IF YOU HAVE HEALTH, KEEP IT

You're enjoying good health—that's pleasant.
You want to remain so—that's natural.
You may be careless—that's possible.
You may have an accident—that's probable.
You sincerely hope not—that's evident.
Then practice "Safety First"—that's wisdom.

There are substitutes for almost everything—except work and sleep



Photograph of the First Paper Case Floor Covering.
Taken from Original Material now Hanging in Mr. Bird's Office.
This Pattern is printed in five colors, red, green, gray, brown
and yellow and is in excellent condition.

The legend on the border reads as follows:

THE FIRST UNDERCOATED AND PRINTED PAPER BASE FLOOR COVERING IN THE COUNTRY. MANUFACTURED BY F. W. BIRD & SON, EAST WALPOLE MASS., JUNE, 1893 ON A ROTARY MACHINE MADE BY JOHN WALDRON COMPANY, NEW BRUNSWICK, N. J.

saturated, coated and surfaced for our roofing trade and which would replace the red rope roofing that F. W. Bird & Son had been putting out for years.

These experiments covering the making of felt from the rags which were carried on both in the paper mill and in the laboratory were long and tedious, but very interesting to Mr. Bird and were carried out under his supervision, many of the tests being made by him personally. After achieving a felt which embodied the required quality, machinery and equipment were made and a department was started which was the

EM AND ER WINS SAFETY BANNER FOR DECEMBER

Also Have Best Record for Year 1922

Floor Covering in Second Place for December

Standing for December

Dept.	No. of Em.	Accidents	Days Lost	Standing
EM and ER.....	152	None	None	1.000
FF.....	201	1	5	.973
FX1 and 2.....	221	1	9	.966
DM.....	262	5	30	.889
FB.....	267	7	43	.844

EM and ER was the only division that went through the month of December with a clean slate.

Floor Covering had a questionable accident that had to be charged against them with a loss of 5 days.

In the Box Shop, one of the girls reached around in back of the machine, utterly disregarding the safety devices and practices, and jammed one of her thumbs under a creaser bar, losing 9 days.

DM had 5 lost time accidents—three occurring in DMH, one in DMC, and one in DF.

FB had a very bad month with a total of 7 accidents, none of which were serious, but a total of 43 days was recorded against them.

It has been decided to continue awarding the Safety Banner the coming year as during 1922. The Local Safety Committees in the different plants are out for better records in 1923 than ever before. The Central Safety Committee has asked us to record the following resolution which they hope everyone will adopt:—

"I RESOLVE NOT TO GET HURT DURING 1923."

ACCIDENT RECORD FOR 1922

The record for the twelve months of 1922 was very similar to the standing for November, the only change being that FF moves to third place during the year, while FX1 and 2 is advanced to second place. The Central Safety Committee feels that, owing to the hazardous nature of most of the maintenance work, EM and ER have made a very remarkable record for the year and which they hope the other divisions will equal in 1923.

Yearly Standing

Dept.	No. of Em.	Accidents	Days Lost	Standing
EM and ER.....	140	8	80	.778
FX1 and 2.....	193	10	170	.703
FF.....	189	17	341	.426
DM.....	244	31	517	.292
FB.....	258	52	559	.181

In the yearly standing only one half the number of points were used in figuring monthly standings.

OUR EMERGENCY CREWS

On account of some older members of the Emergency Crew leaving, or shifting to other work, it has been necessary to appoint new members to fill vacancies. Therefore, we know that everyone will be interested to know the latest list of Emergency Crew members.

M. R. Leavitt—Head Nurse—Main Plant.

E. M. Haslam—Nurse—Building and Roofing and Floor Covering Plants.

Main Plant

F. W. Fisher	PZ
J. E. Smith	DM
J. H. Maguire	DM
Walter Sword	DMP3
J. E. Maguire	DMP2
W. J. Quinn	DMP2
J. J. Spillane	DMP2
Joseph Knaus	DMP2
Charles Knaus	DMP2
H. L. Tower	FX1
Herman Lauble	FXC
W. F. Geary	DF
Fannie Murphy	FX2
Robert Orr	ERB
G. W. Chapman	ERB
Patrick McNulty	ERB
Wallace Duncan	EMM
Victor M. Purdy	EMW

Building and Roofing

C. J. Watson	FBF
F. C. Bassett	FB
R. W. Stoddard	FBV
James Sword	FBP
John A. Carlson	FBP
H. L. Crooker	FBJ
John Graham	FBP
Gustaf Mauritz	FBP

Floor Covering

H. E. Rouillard	FF
A. A. Peterson	FFN
Michael McColgan	FFP
Nelson Phillips	FFP
Alfred E. Bown	FFP
Elton Hamilton	FFP

In case of injury during the day, everyone should report to the plant hospitals. In case injury happens when hospital is closed, you should report to the nearest Emergency Box where one of the Emergency Crew members can attend you.

First Aid boxes will be found in the following locations:—Finishing Mill, No. 5 Machine Room, No. 3 Machine Engine Room, No. 1 Box Shop, FXW and FXC, FF Office and FB Office.

A valuable man is one who always knows what to do next.

A PAPERLESS DAY

By William Bond Wheelwright

During the late war we experienced heatless days, gasolineless days, sugarless food, and wheatless bread. Meanwhile paper enjoyed a position among the "priorities." Did you ever stop to wonder why?

Imagine for a moment a paperless day, due, let us assume, to the accidental escape of a new paper-consuming gas invented for use in the event of another war.

Your inconveniences, if you are a man, begin when you start to wipe off the blade of your razor—but possibly the first serious deprivation is the absence of your morning newspaper. Good gracious—how bare and cold the naked plaster walls of your home appear!

The parting injunction from your wife is to bring home a pound of candy as she hands you a tin box in which to fetch it.

At the railroad station you can secure no tickets and are forced to hand the conductor on the train a ten-dollar gold piece. The change, \$9.73, being necessarily returned in coinage, you start off weighted down like a horse jockey! In the smoking-car the absence of cigarettes is your next deprivation, since you have become accustomed among your other war-time economies to "roll your own." The card game with "the gang" seeks its substitute in matching pennies.

There being nothing to read, not even the ubiquitous car signs, the trip seems twice as long as usual. You look at your Ingersoll wrist watch, but nothing is left of the dial!

Arrived at your office you feel fairly homesick for the sight of the accustomed pile of letters—even a bunch of circulars would look good to you! Your desk is as bare as a stone—of course the blotting-pad has disappeared.

Ah, ha—you think of the telephone—you will not be so easily foiled, but the telephone book is no more and your calls must be limited by your memory of numbers. Immediately you discover that the 'phone won't work, for, of course, the wires have become short-circuited from the loss of insulating paper.

Being pay-day, you are confronted by further perplexities, as there are no more checks available. A truck would be required to fetch so much currency, and there will be no pay-envelopes in which to distribute the wages. The banks refuse all drafts on slate because of the ease of erasure—only skins, or copper or brass plates may be used.

The clerks are having no end of trouble making entries on oily parchment, upon which the ink dries grudgingly. Affairs must be put immediately on a cash basis. It soon becomes evident that the supply of coinage is utterly inadequate. Birch bark is offered at fabulous prices by progressive stationers for correspondence purposes, and envelopes are extemporized from cotton cloth. Little use for all this since no postage stamps exist!

The publication of catalogs or price lists is, of course, impossible. Live advertisers have already engaged corps of town criers, so that all the streets ring like the New York Curb with innumerable hawkers. A few enterprising printers are making use of leather and cloth, though handicapped by lack of tympan paper, but the majority are sadly idle and downcast.

The new union suit you buy has to be carried with embarrassing ostentation and in constant danger from the unwrapped roast of beef, which must be brought home to-night without fail.

Lumber and particularly light box shooks rise to abnormal figures, since cardboard boxes cannot be had.

Stencil marks are substituted for labels, but the stencils must now be cut in sheet tin. Tapeless ticker-machines cause the closing of the Stock Exchange. In fact, by noon business is practically at a standstill.

The school-children revel in the situation, for after an hour or two of mental arithmetic and elocution the exhausted teachers are forced to dismiss them.

The billboards stare nakedly at you, accentuating the extremities of the plight. You think of the Pilgrim Fathers and wonder, since theirs was almost a paperless age, how they had managed to found a commonwealth.

Your state, however, is far worse than theirs, for even the Bible is lacking. It suddenly comes crushingly over you that, all paper having been destroyed, the laws, the

ledgers, the correspondence files, the marriage, birth, and death certificates—every single thing on paper has shared a similar fate! The one bright spot is the elimination of your tax returns!

The grocery stores are a conglomerate mess of breakfast foods—coffee, tea, rice—yea, a hash of a thousand commodities robbed of their wrappers, which have evaporated in the destructive papivorous gas.

Hour by hour the crowds massed about the newspapers' bulletin-boards, now the only remaining media for news, watch the chalked-up lists of calamities running from the sublime to the ridiculous. Here are a few specimens:

"Paper car-wheels collapse, causing frightful fatalities."

"Thousands of roofs without shingles. Papivorous gas wreaks havoc in homes."

"Heels of shoes melt away while people walk."

"Miss Jane Prude of Kenberma, whose new bath-house was constructed of wall board, is subjected to shocking exposure."

In short, civilization, as we know and live it today, has suddenly completely crumbled. A neutralizing gas must be at once produced to offset the terrible plague. Chemists are seriously hampered in their experiments to this end by lack of filter paper.

Unless this is accomplished, we shall all be forced to go back to the woods, to the soil, to the fishing-grounds, to the days of barter, the times of tradition, sagas, and minnesingers—and all—all because we are paperless!

(From Alfeleo Facts.)

THE QUITTER

Fate handed the quitter a bump and he dropped;
The road seemed too rough to go on, so he stopped.
He thought of his hurt and there came to his mind
The easier path he was leaving behind.
"Oh, it's all much too hard," said the quitter right then;
"I'll stop where I am and not try it again."

He sat by the road and he made up his tale
To tell when men asked why he happened to fail.
A thousand excuses flew up to his tongue
And these on the thread of his story he strung,
But the truth of the matter he didn't admit—
He never once said "I was frightened and quit."

—Edgar A. Guest.



M. B. A. Investigating Committee

Front: Edward J. Geraghty, Margaret R. Leavitt
Back: William H. Boyden, Jr. Frank L. Murphy.
Absent: John G. Sword

ANNUAL MEETING OF BIRD & SON, INC. E. M. B. A.

The twenty-second annual meeting of Bird & Son, inc., Employees Mutual Benefit Association was held in Bird Hall, Tuesday evening, January 9th.

The various reports, as called for by President W. F. Geary, showed the Association to be in good condition. At the end of the year, there were 1162 members against 1140 at the close of 1921. Treasurer John Linehan reported the finances in good condition. During the year, \$7,909.60 was received in dues, and an equal amount was contributed by Bird & Son, inc.; \$1,592.77 was received as dividends on insurance premiums. The expenditures were slightly less than in 1921: \$9,210.72 was paid out for sick benefits; \$2,870.87 for physicians' fees; and \$3,147.27 for insurance premiums. The total



Mutual Benefit Ass'n. Officers, 1923
J. J. Linehan, Treasurer; R. L. Tupper, President;
M. J. Hawkins, Vice President; D. J. Cullinane, Secretary

receipts for 1922 were \$19,504.81, and the total expenditures were \$17,205.02. The total assets at the present time are \$10,102.79.

Chairman John F. Dower reported that the Investigating Committee had had a busy year, having made 318 investigations. Of these, 145 members were out less than one week and so received no benefit.

B. D. Rogers reported for the Executive Board that they had been asked to consider the advisability of increasing the dues in order that the sick and death benefits might be increased. He stated that, if the Association did decide to increase the dues, the move would have the approval of Bird & Son, inc. It was voted that the matter be referred to the Executive Board, who are to report at a future meeting.

The meeting then proceeded to the election of officers with the following result: President, R. L. Tupper; Vice-President, M. J. Hawkins;

Secretary, D. J. Cullinane; Treasurer, J. J. Linehan; Investigating Committee, Edward Geraghty, M. R. Leavitt, John Sword, W. H. Boyden, and F. L. Murphy; Nominating Committee, A. C. Urquhart, Miss Fannie Murphy and Miss M. E. Cavanaugh.

A rising vote of thanks was tendered Bird & Son, inc., for their financial and material assistance during 1922. It was also voted that a vote of thanks be extended to the officers and committee members for the faithful performance of their duties during the year.

The newly elected Investigating Committee called a meeting the next morning and organized with Edward Geraghty, FB, as chairman.

BIRD & SON, INC. EMPLOYEES MUTUAL BENEFIT ASSOCIATION

Year Ending December 31, 1922

Receipts	
Bank balance January 1, 1922.....	\$ 562.71
Dues paid.....	7,909.60
Bird & Son, inc. contributions.....	7,909.60
Dividends on insurance premiums.....	1,592.77
Matured Treasury Certificates.....	500.00
Entrance fees.....	348.00
Dividends on investments.....	471.30
Returns on loans.....	40.00
Sick benefit refunds.....	92.97
Interest on deposits.....	40.82
Duplicate dues.....	7.20
Refund on physicians' fees.....	19.00
Refund on insurance premiums.....	10.84
	\$19,504.81
Expenditures	
Sick benefits.....	\$ 9,210.72
Physicians fees.....	2,870.87
Insurance premiums.....	3,147.27
Bird & Son printing and supplies.....	177.81
Death benefit.....	100.00
Chicago emergency fund.....	100.00
Salary of officers.....	375.00
Mary A. Conley heirs.....	117.00
Lee, Higginson Cons. Gas & Power Co. bond.....	1,010.08
Refund of dues.....	10.20
L. E. Muran for cash book.....	13.50
Investigating committee exp.....	3.50
Lee Higginson, balance on bonds.....	7.46
Premiums on Treasury Bond.....	5.00
Rent of safe deposit box.....	5.00
S. W. Strauss, balance on bonds.....	45.61
Rent of Bird Hall for annual meeting.....	6.00
Bank balance December 31, 1922.....	2,299.79

	\$19,504.81
Net assets December 31, 1921.....	\$ 7,207.81
Net assets December 31, 1922.....	10,102.79

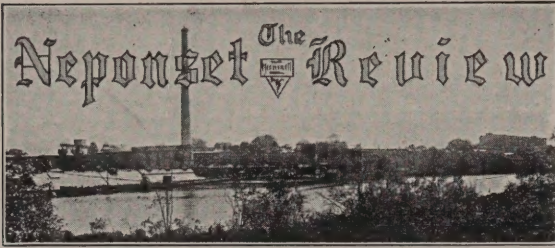
Increase.....	\$ 2,894.98
Total assets.....	\$10,102.79
December 31, 1921 Membership.....	1140
December 31, 1922 Membership.....	1162

Increase..... 22

John J. Linnehan, Treasurer,
B. D. Rogers, Financial Secretary.

NEW COPIES OF CONSTITUTION AND BY-LAWS DISTRIBUTED

Revised copies of the Constitution and By-laws of the Employees' Mutual Benefit Association have been distributed throughout the plant. If you have not received your copy, call at the Labor Bureau and we will be glad to see that one is sent you at once.



Vol. XI. FEBRUARY 1923 No. 2.

Published Monthly for the Employees of Bird & Son,
Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

Correspondents

Sales	.	.	P. H. BAILEY
Library	.	.	A. S. BLANEY
Suggestions	.	.	M. E. KALER
Floor Covering	.	.	H. E. ROLLARD
Building and Roofing	.	.	E. L. CHAVERLAIN
Main Office	.	.	A. M. BROWN
Pont Rouge	.	.	E. A. DESLISLE
Hamilton	.	.	W. R. McNEIL
Phillipsdale	.	.	T. G. HENDERSON
Main Mill	.	.	S. W. SMITH
Chicago	.	.	W. W. WILSON
Athletics	.	.	A. W. SMITH
Health	.	.	M. R. LEAVITT

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Let us have faith that right makes might; and in that faith let us dare to do our duty as we understand it.

—Abraham Lincoln.

WASHINGTON

Just who was Washington, anyway?

Ask this question of ten persons and see what answers you get. Some will say he was the first President of the United States; others that he was commander-in-chief of the Continental Armies; and many will respond with the trite phrase, "Father of his country."

Time gives perspective, and sometimes this helps us to form sane opinions. But frequently the fact that a man lived a hundred years or so before we were knocking this world's ashes from our feet leads us away from an understanding of him on a present day basis. We too often think of such men in an idealizing way, and fail to see what they would be like were they living now.

In the table of presidents in our pocket diary Washington is number one, which is to say he was the original president of the United States. Now we usually think of our presidents as leading a pretty well defined sort of existence, there on the Potomac. All they have to do is to cull a sentence out of the Constitution here, and a para-

graph from American history there, and almost every act is determined in advance. Congress says, "Please do this,"—or something of similar import,—and party adherents say, "Please appoint so-and-so," and thus much of his work is cared for. It is largely a matter of doing as some other fellow did before.

But for George it was different. The Constitution was new, and trembling legislators, when they culled a sentence here and there, were not always sure the structure would not come tumbling down about their ears. And for presidential precedents, Washington had about as many as the president of Germany has now. Furthermore, so far as the capital on the Potomac was concerned, if Mr. Washington ever was there he must have carried a shot-gun and worn hip boots.

He had lots of things to learn in those early days, and one was that Congress is an extremely jealous gentleman. President Washington made just one attempt to deliver a message to them in person, and when he was walking out, in company of his friend Mr. Adams, he is reported to have said, "I'll be damned if I ever go in there again." He was a rather human soul. Since then no president till Wilson has ventured to repeat the mission.

It was a difficult matter to find men in a subject colony who could meet the diplomats of the world on an equal basis, and it is greatly to the credit of Washington and his co-workers that this nation emerged from the formative period under the shelter of no other nation's protective wing. There was no mandate, there was no protectorate, when America stepped out into the world. It was all United States.

INITIATIVE

The world bestows its big prizes, both in money and honors, for but one thing. ¶ And that is Initiative. ¶ What is Initiative? ¶ I'll tell you: It is doing the right thing without being told. ¶ But next to doing the thing without being told is to do it when you are told once. That is to say, carry the Message to Garcia: those who can carry a message get high honors, but their pay is not always in proportion. ¶ Next, there are those who never do a thing until they are told twice: such get no honors and small pay. ¶ Next, there are those who do the right thing only when necessity kicks them from behind, and these get indifference instead of honors, and a pittance for pay. This kind spends most of its time polishing a bench with a hard-luck story. ¶ Then, still lower down in the scale than this, we have the fellow who will not do the right thing even when some one goes along to show him how and stays to see that he does it: he is always out of a job, and receives the contempt he deserves, unless he happens to have a rich Pa, in which case Destiny patiently awaits around the corner with a stuffed club. ¶ To which class do you belong?

—Elbert Hubbard.



Have you ever rightly considered what the mere ability to read means? That it is the key which admits us to the whole world of thought and fancy and imagination, to the company of saint and sage, of the wisest and witliest at their wisest and witliest moments? That it enables us to see with the keenest eyes, hear with the finest ears, and listen to the sweetest voices of all time? More than that, it annihilates time and space for us.

—James Russell Lowell.

New books in our Library which may be read with pleasure and profit:

Truly Rural: the experience of a city family returning to the land	Wright
Wavfarers in Arcady: pleasing sketches of life along the country byways in England	Vince
The White Headed Boy, An Irish Comedy	Robinson
The New Heavens: recent developments in the Science of Astronomy	Hale
The Mind in the Making: the relation of intelligence to Social reform: suggestions for remedying some of the most serious problems of the day	Robinson
Epigrams: thoughts on life and business	Forbes
Dingbat of Arcady: Experiences in a vacation spent in the open	Wilkinson
Afoot in England	Hudson

Biography

Little Pierre	Anatole France
Up Stream	Lewisohn
Men who are making America	Forbes

Business Books

Closing the sale	Aspley
Too many retailers	Shepherd
Purchasing	Dinsmore
Teamwork	Forbes
The Control of Quality in Manufacturing	Radford
Business Letter Practice	Opdycke
The Common-sense editorial	Barton

Stories

The Raymond Slade Amalgamation	Fletcher
First Person Singular	Benet
Mr. Prohack	Bennett
Partners of Chance	Knibbs
Kingfisher	Bolline
Then Came Molly	Ogden
This Freedom	Hutchinson
Lady Bountiful	Birmingham
The Amouretta Landscape	Adams
Black Gold	Terhune
The Balance	Oreutt
The Vanishing of Betty Varian	Wells
Parnassus on Wheels	Morley

NOTICE—ASSIGNMENT OF WAGES

There are a number of firms who secure an assignment of wages from an applicant for credit. Some of our employees have signed forms presented to them at the time of their purchase, without reading them, and in event of a default in payment, they are surprised to learn that their wages are assigned to the firm who extended them credit.

Employees of this Company MUST NOT assign their wages.

DO NOT SIGN PAPERS WITHOUT READING THEM.

—Bird & Son, inc.

NEPONSET CREDIT UNION

The Neponset Credit Union is prepared at this time to take first mortgages on Real Estate. If you are planning to borrow money by this method, get in touch with a member of the Credit Committee, or the Treasurer and they will see that your application gets the earliest possible attention.

All dealings are considered strictly confidential.

Neponset Credit Union,
A. W. Smith, Treasurer.

THE SAVING HABIT

We have repeatedly brought to the attention of our employees the value of setting aside from the weekly or monthly earnings, some amount toward a rainy day. No matter how small the sum, you will be surprised, in time, to see what it amounts to. All that is necessary is to get started and soon the habit will be formed.

The very moment the account has reached \$100.00 you will think twice before spending any part of it, realizing how long it has taken to get together that first \$100.00. After that amount has been set aside you will be surprised to find how rapidly it will multiply. When it gets to \$1,000.00 you will then have two incomes, one from your earnings and the other from the earnings on your principal invested.

The following is part of an article taken from the December 23rd issue of Forbes' Magazine:

"When the well is dry we know the worth of water and when the pocket is empty we know the value of money. The happy-go-lucky individual who spends as much as he makes is a thin-ice skater. If sickness or loss of work should come, he drops through and disappears. When old age descends upon him, it is unfortunate, but true, that he usually finds himself in the threadbare ranks of those who have seen better days. Times have changed materially since Benjamin Franklin wrote these words about the well, but the lesson they impart is as unchanging as the stars. Those who practice thrift, who prepare for next year as well as this, go rapidly forward. A steady-growing bank account gives them confidence to branch out and courage to tackle bigger things. It makes the step lighter and the heart more cheery."

Make use of the Credit Union, Cooperative Banks, Savings Banks.

H. H. M.

INCOME TAX RETURNS

For Year Ending December 31, 1922

State Income Tax Returns must be filed on or before March 1, by everyone whose total income during the year 1922 was over \$2000.00.

Federal Income Tax Returns must be filed on or before March 15, by everyone whose total income during the year 1922 amounted to

- (a) 1000.00 if single or if married and not living with wife (or husband).
- (b) \$2000.00 if married and living with wife (or husband).

Under the above conditions a return must be filed, even though no tax is due.

If you have received your blanks we ask that you fill them out as soon as possible. If you have not received blanks, and should file returns, you may obtain them at the Labor Bureau. Assistance in filling out these returns will be given to any of our fellow workers who desire it, and who call at the Labor Bureau. We will spend sufficient time at the Norwood plants to assist all those who wish it.

—Labor Bureau,

January 15, 1923.

GLIMPSES OF EUROPE

[Mr. Fritz Becker of the Bird Machine Co. has recently returned from a business trip through Europe and has written a very interesting account for Review readers of his observations while abroad.]

It has recently been my privilege and pleasure to make a trip to Europe in the interests of the Bird Machine Company.

The interest of the *Review* readers in a European trip will, I am sure, be divided. The manufacture of pulp and paper will interest some. Others probably will prefer to hear of the effects in European countries of the recent war, and the feeling toward America and Americans. Those who fought in France during the war I know will like some first-hand news of the places where they had such memorable experiences; and for another group the cost of living, working conditions, and general appearance of some of the countries will be preferable. Consequently I think a few words on each of these will perhaps be well. I hope that for each reader something of interest will be found.

While away I made visits in England, Scotland, the Scandinavian countries, Finland, Germany and France.

The greater portion of European pulp and paper is manufactured in England, Germany, the Scandinavian countries, Finland and Russia. England is principally a paper-making country, pulp being imported and then converted. The really large mills are located along the eastern coast and on the Thames,—mills of the tidewater type, where use is made of water for importing and exporting. A good deal of Esparto paper is made, the base of this being a grass grown in southern Spain and northern Africa. A good grade of paper is made from this, and this is used principally for writing and book papers. About 200 tons



A Mountain of Lead, Hellefors, Sweden

of felt paper is made in England each day, and, strange to say, all of this is manufactured on Fourdrinier machines, quite different from our method here, where I believe Bird & Son, inc., is the only mill making felt on a Fourdrinier machine. The production in England is not very large, compared to 70 or more tons made on our machine at Phillipsdale each day.

Norway, Sweden and Finland are great pulp centers. Much paper is made, but far more pulp. These countries export most of the paper and pulp produced. The manufacture of pulp and paper and lumber offers employment to most of the people, and consequently the Governments take extreme measures to preserve the forests. Their methods are a revelation to one who knows how little care and attention we give the timber lands in our own country. In Sweden I visited some of the mills which export pulp to our mill here at East Walpole. These plants are of the highest type, and I feel sure we are getting as good pulp as can be obtained from these countries.

Russia has an unlimited supply of good wood and many powerful water sites. Most of these have been undeveloped, but in time I think Russia will occupy the same relative position to the European paper industry that Canada occupies in North America today.

In Germany visitors are not too welcome in mills. Consequently little can be seen. However, for the mills

I had the pleasure of visiting I have nothing but praise to offer both for the treatment accorded me, and for the mills themselves.

In England one is much impressed with the age and historic settings, and with the quiet and peaceful appearance, particularly of the rural districts. The scenery is constantly changing, and outside of the cities rarely becomes tiresome. The absence of billboards and advertising is very apparent, particularly along the railroads, which, by the way, have excellent road beds and fine rolling stock.

The effects of the war are immediately apparent to a visitor in England. The number of unemployed in all parts of England and the high taxes are really appalling. The Government recently has started measures to repair



The Fire of the Hellefors Bruks Co., Ltd. Main Mill 1918
A New Mill was erected in 1919

Considerable of the Kraft Pulp we Use is Made at This Plant

highways and railroads, and this will, I am sure, help the existing condition of unemployment. Concerning taxes, what would we think if we were taxed thirty cents on the dollar for all of our income over a very small amount allowed for living expenses? How many of us would give up our cars if we were taxed five dollars for each engine horse power and had to pay approximately sixty cents a gallon for gas? These are only some of the conditions the English people are facing today.

The reasons for such high taxes are roughly twofold, Government expenses and war debts. The first part is greatly increased by the so-called "dole system," which provides that every person unemployed shall receive from the Government each month a dole or small allowance. With the state of unemployment which exists today, this dole system imposes a terrible strain on the tax-paying people. While the dole system itself no doubt has its good points, I wonder if the eventual gain to the idle person is as great as it should be.

With these high taxes to pay it is only natural that the individual Englishman should be keen for the cancellation of the debt to us. I found quite a bit of resentment evident because our views on this subject do not coincide with theirs. However, I am sure that these people have been given only one side of the question, and after speaking with many of them and presenting our side, I found them not slow in seeing our viewpoint.

There is a decided anti-war feeling prevalent among these people today. This was particularly noticeable while I was there in October, at which time the Turkish question was so much discussed.

In spite of all, there is still much color and pomp evident, particularly around London. The horse guards, mounted on beautiful black chargers, still have their place on Whitehall. In their spotless and dazzling uniforms they attract much attention, and perhaps can be seen in the kodak books of most London tourists. The guardsmen at St. James and the noonday change of guard at Buckingham Palace still attract huge crowds of appreciative

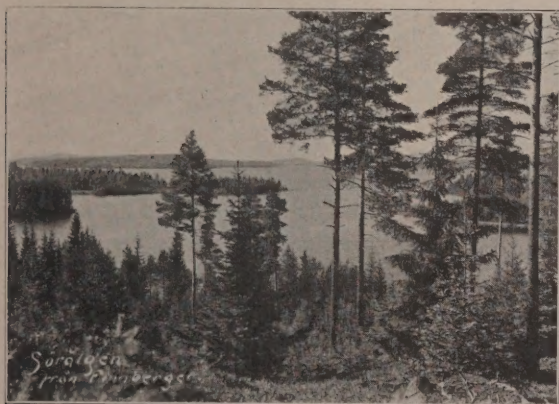
onlookers. All seem to feel that soon conditions will be on an even keel, and each looks with confidence ahead.

After a short time in Denmark, Norway and Sweden one can almost sense, even if he does not know it, that these countries were not in the war. All seem comparatively prosperous, satisfied and busy.

The contour of these countries is very irregular, with high rugged wooded slopes, lakes and streams, and fertile lowlands, and is extremely pleasing to the eye, particularly after one has become accustomed to the even flat country of England. The fiords along the coast of Norway and Sweden are wonderful. These waterways cut the coast line very deeply, and the steep sides of the fiords emerge from the beautiful waters to heights of hundreds of feet.

These small bodies of water are used very much for travel. Many people, in the summer particularly, have their homes on the beautiful islands so irregularly situated on the surface of these waters. In Stockholm and other large cities on the coast people come to work each morning in boats, much as we do in motor cars. The people are employed for the greater part in fishing, lumbering, pulp and paper manufacture, and farming. Most of the finished products are exported, and because of this a very cosmopolitan attitude is evident among all business men.

Stockholm is undoubtedly one of the most beautiful cities of Europe. Unique in its position and surroundings of waterways and cliffs, it presents a very clean appearance, and has beautiful hotels, parkways and buildings. The people here are very progressive, and it seems like home



View of Stockholm's Outer Harbor

to see the tallest skyscraper in Europe under construction in this city.

These are the lands of the so-called midnight sun, and even while I was there in November the days were quite short. The sun rose about nine in the morning, and it was almost dark at four. During May and June there is only about one hour of dusk, and it is always possible at that time of the year to read a newspaper on the street at 10 or 11 o'clock at night.

After presenting letters of introduction from the American Consul and showing papers which gave good reasons for visiting Finland, I was able to get my passport viséed for this country. Because of its close proximity to Russia and its remembrance of the last revolution, great care is taken to know the people who enter this country.

[Next month we will conclude Mr. Becker's article with his report of Finland, Russia, Germany and France.]

GIRL SCOUTS

Holly Troop

On January 12, the following Merit Badges were awarded: Health Winner to Scout Bertha Broadley; Craftsman to Captain Leonard; Health Winner, Dressmaker, Needlewoman and Hostess to Lieutenant Smith. Scout Muriel MacDonald has been laid up for nearly

two months with an infected foot. With the aid of a sled and some helpful Scouts, she has been able, however, to attend Scout meetings pretty regularly.

The Girl Scouts have been feeding the birds since the ground has been covered with snow. Suet and bread crumbs are the principal articles of food.

The work on the Homemaker's Test is progressing rapidly under the training of Lieutenant Reilly of the Thistle Troop.

The Girl Scout play "Lucia's Lover" given January 23, in Bird Hall, was a decided success, both from the artistic and financial points of view. All the characters, including the cat, were so very well played that it is impossible to single out one for special mention.

Between the second and third acts, Frank Maguire outdid himself in the capacity of auctioneer selling candy and baskets of fruit.

Thistle Troop

The members of this troop are busy at the work required for the Tenderfoot Test and are hoping to become real Girl Scouts very soon.

MAKING OUR BOYS REAL AMERICANS

A good American—who is he? One who measures people by their character as citizens—no matter what their religion, race or creed.

The Boy Scouts of America make Americans like this: The Boy Scout takes this oath:

"On my honor I will do my best to do my duty to God and my country, and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight."

What is the Scout Law? To be trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

The Scout's motto is "Be Prepared to Serve" and one of his requirements is to "Do a Good Turn Daily."

We want such boys in America, and such men—for this country should be America United. Whoever sows discord or suspicion or hatred among us is no true American.

Have your boy become a Boy Scout.

Troop 1, East Walpole, meets Thursday evenings at the Bird Club gymnasium.

THE PLUS MAN

It's the work you do for which you receive no pay that earns promotion. Just as the reserve power sells a motor, or the extra stretch of sail wins a race, or the second wind makes the athlete, so the person who gives just a bit more than is actually required earns promotion. Good work may attract attention, but the reserve, the after-hour effort, not only receives recognition but deserves promotion.

No man climbs to the ladder top on an eight-hour schedule. The first man out the gate may be a good workman, but we'll wager the last man out of the gate is a better partner in the plant.

The man who gives just the amount of effort he is paid to give is overpaid. Don't lean—support. Give more than is required every day in the year and three hundred and sixty-five times you will receive more than you give.

—Palmtexts.

Notes from the Plants and Offices

MAIN MILL

John Davis, our popular stock handling foreman, believes the early bird gets the worm as he has been looking along the railroad track for dandelions.

Mike Williams is the proud father of a 9-pound baby boy.

John Moylan has also been receiving congratulations since the advent of a small daughter at his home.

Jim Kivlin has engaged four different lots for this coming summer for gardens. Jim believes in Safety First.

Jim Houlihan is about ready to purchase a new Ford coupe. Jim says something big enough for two is what he wants. It's going to be a warm summer, Jim.

A number of Ben Muchyn's friends called on him Sunday, January 7th, and enjoyed the afternoon. They broke up singing, "Till we meet again."

The boys claim they have the champion ice cream and frozen pudding eater in Pat Eagan and are willing to wager on it.

Jim Geary is looking forward to becoming a resident of East Walpole. The long walk to Walpole at night in the bad weather isn't exactly pleasant.

George Doderer is all set for the rest of the winter. He has just killed a porker, weighing 650 lbs.

Since the holidays, Jessie Brennan, DFP, has been acknowledging the good wishes of her friends. She is sporting a diamond on her left hand.

We offer our congratulations to Fred Knight, DFP, who was married January 18th.

Joe Gendro has transferred from FX2 to the Finishing Mill to become chief caretaker of the combiner.

George Towle is sporting a new Ford sedan. We are glad to report that his small daughter, who has been seriously ill at the Norwood Hospital, is convalescing.

Most folk don't like wet shoes, but exceptions prove all rules. Walter Sword turns the hose on his.

A new continuous beater has been installed in No. 5 machine room basement and stock is pumped from it to No. 1 Sorting room.

When Carl Schair hears Fred Duncan saying that he was listening in Atlanta, Ga., Chicago, etc., on the radio-telephone, he feels himself becoming infected with the radio germ.

BOX SHOP



We all miss Eva Dower since she left us to enter the Carney Hospital to train as a nurse. Before she left, her friends presented her with a purse of gold as an expression of their regret at her going and of their good wishes for her success in her new work.

Helen Goldberg has succeeded Miss Dower as clerk in No. 1 Box Shop.

Alfred M. Kendall has transferred from No. 2 Box Shop to the Mill Office as a member of Steve Smith's Planning Crew.

Despite the Arctic breezes by day and the torrid atmosphere at night, Fannie Murphy's conservatory in the Flower Pot room flourishes and adds a cheerful note to the top floor.

Grace Hathaway, FXP dazzled our eyes one recent Monday morning with the new ring she was wearing on her left hand. We understand Dave Regan, Jr. is the fortunate man.

CARD OF THANKS

Mrs. Joseph L. Erhard wishes to acknowledge, with sincere thanks, your very kind expression of sympathy.

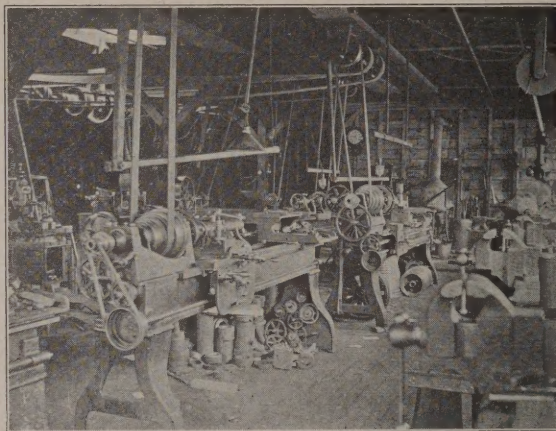
MAINTENANCE

Sam Gladding has been wearing a wide grin continuously since he became the father of a baby daughter.

We understand that Bill Koehler is the latest to flop. He has been caught no few times in telephone conversation with New York. We congratulate him.

Andy Burce, who has directed a good deal of our outside construction work for the Allen Construction Co., has gone to Houston, Texas, to engage in similar work.

Charlie Paine is using Coue's philosophy on his moustache. "Day by day in every way, it is better and better." As for what Nils Lindequist is sporting on his upper lip—words fail us.



Box Shop Repair Dept. — About 17 Years Ago
Now the South East Half of the Pattern Shop

On December 31st, H. A. Wentworth, who has been with us for a number of years, resigned to engage in business for himself. His successor, Paul A. Gutormsen, was appointed and took up the duties of the department on January 1st.

Congratulations to Jerry Cullinane who recently became the proud father of a small son.

MILL OFFICE

A number of our folk have been ill with grippe and colds—Monty, Steve Smith, Jim Maguire and Tommy Morris were laid up at the same time. The old Mill Office didn't seem quite the same without them.

The vault has been treated to a general housecleaning and a coat of white paint, as well as the office itself.

Stewart Keith is receiving congratulations upon the adoption of a young son to his family.

Our Radio Fans have a great time comparing notes.

Johnny Burke is badly in need of a vest with buttons guaranteed to stay on. Will some one please come to his rescue?

Miss Ruth Koch spent a few days recently on records at FB. Since she has returned to the Mill Office, we notice she has been putting in a full day and working till five o'clock. We understand that was not always the case at FB. How about it, Ruth?

Invitations have been received for the marriage of Eleanor C. Gilbert, of Bloomfield, N. J., to Spencer B. Montgomery, our Assistant Manufacturing Manager.

CARD OF THANKS

We gratefully acknowledge and thank you for the flowers and your kind expression of sympathy at the time of our bereavement.

Mr. and Mrs. D. Heylin and family.

BUILDING AND ROOFING

F. W. Smith had a narrow escape from what might have proved a serious accident when his car turned over on its side. Fortunately, he was held in by the steering wheel. The roof of the car, however, did not fare so well, but with a little canvas and some plastic cement, it was made as good as new.

The roller skating rink at North Attleboro has a new devotee in the person of George Smith. In spite of bad going, George wends his way there regularly.



New Stock Shed at FB

The new stock shed for FB is 94 feet wide by 224 feet long and will be storage space for 25000 squares of shingles. A loading platform to accommodate five trucks at one time is situated at the other end at street level.

This additional storage space will improve our service to customers and give our mill more chance for steady operation.

Our superintendent has got the radio bug. You may find him at home any evening now.

As for Jepson—he listens to sermons from Tremont Temple and negro music from Pittsburg while he eats his meals. Not both at once, though.



Interior View of New FB Stock Shed

It is indeed surprising how some people cling to the old order of things, or maybe how receptive they are to the new as the case may be. This was peculiarly emphasized a short while ago by a young lady in PN.

It seems that she was transferred to FB Office for a week or so, and while there seemed to get the idea that Daylight Saving was still in effect at that plant. One

afternoon at 4 o'clock she cleared her desk, put on her hat and coat and very smilingly bade every one good night and left the office. Previous to this, however, she had asked Mr. Pratt if he worked until six o'clock. The members of the office force wondered as to why the early exit, but their curiosity was not satisfied until about a half-hour later, when the young lady came back, removed her coat and hat, and resumed work again, all the while blushing like a bashful boy. It seems that she made a mistake in reading the clock, thinking it was 5 o'clock when in reality it was only 4.

FLOOR COVERING

We understand that our "Gen"-ial friend Connolly of PL is teaching Arithmetic, Curreney and the purchasing power of money to certain parties in Norwood. Why is not that the proper thing to do? When we have knowledge impart it, share it, so to speak, and even back it up by argument.

Two weddings in as many weeks is the record in FFP. Carl Eckhardt and Roderick Urquhart are the happy bridegrooms. The *Review* offers hearty congratulations.

Kipling's "When Omar smote 'is bloomin' lyre" has been changed in FFM to "When Omar lost 'is fur the cold bacillus got 'im."

A. R. Jenkins, one of Bird & Son's old timers, has succeeded L. W. Pierce in charge of FFS.

By the time that this *Review* goes to press, Leo Bernier will in all probability have joined the ranks of the married. We are delighted to offer advance congratulations and best wishes to the bride and groom.

Plans are well under way for a considerable extension of our productive capacity. With the opening of spring, active operations will commence.

1923's business is already barometered by an ahead-of-the-season influx of orders.

FIGURES DON'T LIE

An Irishman working for a Dutchman asked for an increase in pay. The Dutchman replied: "If you are worth it, I would be pleased to give it to you. Now let us see what you do in a year, Pat. We have 365 days in a year. Pat, you sleep 8 hours every day, which makes 122 days, taken from 365 leaves 243. Now you have 8 hours recreation every day, which makes 122 days, taken from 243 leaves 121 days. We have 52 Sundays in a year which you have off, leaving 69 days. You have 14 days vacation, take this off and you have 55 days left. You don't work Saturday afternoons; this makes 26 days in a year. Take this off and you have 29 days left. Now, Pat, you are allowed 1½ hours for meals which totals in a year 28 days, take this off and you have 1 day left. I always give you St. Patrick's Day off, so I ask you, Pat, if you are entitled to a raise?" Pat looked bewildered. "Well, what in time have I been doing then?"

Sent in by A. Hodgdon, EXF.

THE HOUSE BY THE SIDE OF THE ROAD

There are hermit souls that live withdrawn
In the peace of their self-content;
There are souls, like stars, that dwell apart
In a fellowless firmament.
There are pioneer souls that blaze their paths
Where the highways never ran—
But let me live by the side of the road
And be a friend to man.

Let me live in a house by the side of the road,
Where the race of men go by—
The men who are good and the men who are bad,
As good and as bad as I.
I would not sit in the scorner's seat,
Or hurl the cynic's ban—
Let me live in a house by the side of the road
And be a friend to man.

—Sam Walter Foss.

OFFICE NOTES

We congratulate W. E. Hicks who was recently appointed Sales Manager of the newly created Wall Board division of the Sales Department.

Catherine Mack spent a very enjoyable week-end with friends in Worcester.

We offer best wishes for success to C. H. Andrews who has succeeded A. C. Buell who recently resigned as Sales Manager of the Box Division.

We are glad to hear that Hattie Willis is recovering rapidly from an attack of acute indigestion. Her plants are receiving such assiduous care that Miss Field declares they are in danger of becoming water lilies.

The unusual amount of snow this winter has made possible several enjoyable sleigh-rides. The Medfield Inn has been the destination and we gather from the post-comments that everybody who went had a "wonderful" time.

Neva Webber, who has been telegraph operator since the installation of the wire here, left us February 1st to be married. She is to make her home in Lawrence.

Her many friends are glad to know Miss O'Brien, who fractured her leg in a coasting accident, is making an excellent recovery.

F. E. McDonald, formerly principal of the Walpole High School, has joined the Building & Roofing, Eastern Division inside sales force.

Henry Hager, of the Hager Hardware & Paint Co., Burlington, Vermont, was a recent visitor at the plant and office.

Mary King, of the Statistical Division, is back at her desk after a serious illness.

Two of our Main Office girls, May Sword and Emily Evans, are showing an unusual interest in cook books since Christmas. Both are now wearing diamonds.

Several new salesmen began work with us on January 1st. A. L. Hayden of Portland, Me., will take over the States of Maine and New Hampshire. He has been selling our class of trade for the Northern Furniture Company.

M. J. Prior, formerly assistant to the buyer of the Outlet Company, Providence, R. I., will travel Vermont and Western Massachusetts.

We miss J. W. Kelley's cheery smile since he left the inside sales force to try his fortune on the road. He will cover Eastern Massachusetts.

N. B. Eldred left us January 9th to go into partnership in the Forest City Motor Company, distributors of Ford cars in Portland, Me., and vicinity. We wish him every success in his new work.

H. L. Sweetser will take charge of his work in the inside sales force.

We are glad to welcome R. S. Whitney, Jr. to the inside sales of the Floor Covering Division.

The following honor men were announced at the meet-up: Mr. Lane, Mr. Cunningham, Mr. Murphy, Mr. Covert, Mr. Prouty, Mr. Moraist, Mr. Cocke.

FLOOR COVERING MEET-UP

A general meet-up of the Floor Covering Sales Department was held January 3, 4, 5. All the salesmen from the West and South attended as well as those from nearby territories. The meet-up commenced with a dinner at the Hotel Lenox, Boston, Wednesday evening, January 3, which was followed by a talk on advertising by Mr. Greenleaf of the Greenleaf Agency.

All day Thursday was spent at East Walpole. The morning was devoted to a trip through the mill followed by luncheon at the Bird Club. In the afternoon there were some very interesting talks given by Mr. Parlin, in charge of the Research Department of the Curtis Publishing Company. We were also fortunate at that time in having a talk from Mr. Bird and Mr. Allen, as well as from the heads of other departments of Bird & Son, inc. In the evening there was an informal supper at the Bird Club for the Manufacturing and the Sales Departments, more in the form of an informal Get-Together meeting.

Friday was devoted to an all day business session at the Hotel Lenox, Boston, followed in the evening by a dinner,

after which the entire Floor Covering Sales Department, including the office assistants, attended the theatre.

All of the men expressed themselves unanimously in favor of a meet-up of this sort, and professed to have gained greatly by their trip to East Walpole.

The Floor Covering Sales Department wishes to take this opportunity to express to the other Departments of Bird & Son, inc. its appreciation of their help and co-operation during the time of the conferences.

BOX PRODUCTS MEET-UP

On Saturday, January 13th, a salesmen's meet-up was held here at East Walpole with all our outside men attending. The first part of the program was a trip through the main mill and box shop, with a business meeting from 11 o'clock until 12.30 in the room in the box shop tower. At 1 o'clock luncheon was served at the Bird Club to all the men and several others from the mill and office. After luncheon the business session was continued until about 4.30.

PHILLIPSDALE

Irving C. Eaton has joined the organization of Bird & Son at DP as an assistant to Mr. Henderson. Mr. Eaton, we bid you welcome and hope that your stay here will be a long and happy one.

Several days ago R. Rossi, back tender on the paper machine, got two fingers caught in the calender rolls. The accident, although very painful, did not result in lost time, and he is now proclaimed a full fledged paper maker.

The annual Christmas smiles was on all their faces when they received their pretty checks.

I wish the snow would go away,
Said Fergus to the boys one day,
My automobile is growing stale
For the want of a spin over hill and dale.

My summer girls with their sweet smiling faces,
Oh, how I miss their fond embraces!
Oh, that the springtime would hurry along
Till I hear the engine sing that sweet song!

What was the trouble with Pat Reynolds when he handed me this advertisement?

FOR SALE

One Dort car with a piston ring,
Two rear wheels, one front spring,
Has no fenders, seat nor plank,
Burns much gas and hard to crank,
Carburetors busted halfway through,
Engine's missing, hits on two,
Three years old, four this spring,
Shock absorbers, 'n everything,
Radiator's busted, sure does leak,
Differential's dry, can hear it squeak,
Ten spokes missing, front all bent,
Tires blown out, aren't worth a cent;
Got lots of speed, runs like the deuce,
Burns either gas or tobacco juice,
Tires all off, been run on the rim—
But it's a damn good Dort for the shape it's in.

ADVICE

"Be on the level" said the square.
"Never get unstrung," said the telegraph line.
"Keep your tongue still," said the wagon.
"Don't be a striker," said the match.
"Have a keen eye," said the needle.
"Don't break your neck," said the bottle.
"Be sure to look things over," said the telescope.
"Don't talk harsh," said the phonograph.
"Hold tight to what you have," said the staple puller.
"Never bum around," said the bomb.
"Always keep things smooth," said the plane.
"Always hold your head high," said the jack.
"Grasp at every opportunity," said the pincers.
"Always reflect on things first," said the mirror.—
Science and Invention.

"WINDI-CITI-ITES"

To start the New Year right we had a "non-stop" run and a record breaking run on the first two days.

The salesmen are out to increase over each respective month of last year in orders and are getting away to a good start.

"Florida" weather this last week—ask Don Chase about it—he was here.

L. Howell, who splices dry felt on the rear of No. 2 machine, is the proud daddy of a 7½ lb. boy.

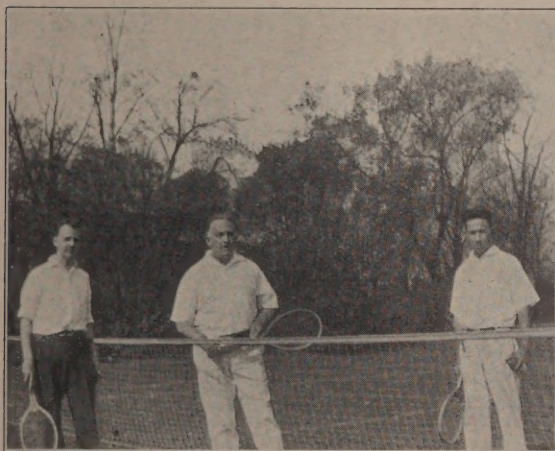
Our Blowing Plant equipment is rapidly being put in place by Chief Morman and his crew. From the looks of things, we should be ready late in February to make our first blow.

E. A. Tuscher is now in the South getting them lined up to handle Bird's Built-Up Roofs.

Earl Clark, head of Office Sales, has a little girl now in his home, while Frank Smith, our Traffic man, has another girl, making three of a kind in his home.

A checker tournament in the Mill and Office has started and many games are being crowded into the noon hour. Everyone is entered, so the winner should be the best in the plant.

Bob Brabach has taken Miss Helen Johnson's place in the Office Sales and Mrs. J. E. Prairie has taken Brabach's position in the Accounting Department.



How H. S. Hanna, F. H. Hird and E. R. Clark keep fit.

Mr. Hird writes that he would like to have us believe that this is a recent picture, but is afraid he couldn't get away with it.

The new Toledo Continuous Weighing Scale has been installed on No. 2 machine this past week and from the performances so far looks like a money saving unit.

Friends of Charlie Bennett, former Superintendent of the Building and Roofing Plant, should be interested to know that he has been transferred from his position as Superintendent of the Roofing Mill of the Ruberoid Company at Joliet, Ill., to a similar position at their plant in Montreal, Canada.

We are now getting felt from the Joliet Plant of the Ruberoid Company in 66-in. diameter rolls and soon expect to receive 72-in. diameter rolls. This will effect a saving on core and wrapper waste and in addition save splicing material and reduce "two piece" rolls.

The new Bird's Neponset Super-Twin Shingle is to our minds the last word in Asphalt Shingles.

TO YOU

It isn't the man who smiles that counts,
When everything goes dead wrong;
Nor is it the man who meets defeat,
Singing a gay little song;
The song and the smile are well worth while,
Provided they aren't a bluff,
But here's to the man who smiles and sings,
And then—PRODUCES THE STUFF.

—Henrietta Heron.

1922-1923

The following salesman's bulletin which was sent to all Building & Roofing salesmen at the first of the year has in it thought-provoking ideas for us all.

Look back over 1922. Look forward to 1923. Isn't it a fact that you had a number of ideas for getting more business during 1922, but did you put them into effect, i.e., did you consistently put those ideas into effect?

There are more chances for piling up a big sales record in 1923 than there were in 1922. There are just as many chances for piling up a big sales record in 1923 in our business, on your territory, as there are on any territory, and in my business.

But the salesman must follow a plan. No one gets anywhere by just ambling along. One sound workable idea put to work is worth a thousand bright ideas flashing around in the back of your head.

Hammer your ideas into a plan, stick to that plan and put it over.

HAVE YOU A UNITED STATES VICTORY NOTE?

Have you a Victory Note on which the letter A, B, C, D, E or F appears before the serial number? If you have, now is the time to turn it into cash.

The United States Government issued the Victory Notes in 1918. The Notes bear interest at 4½ per cent.

The Government has decided to pay off all the Victory Notes on which appears the letter A, B, C, D, E or F. These particular Notes will not draw interest after December 15, 1922.

You can get the full face value of your Victory Note, and the interest due on it, by taking it to any incorporated bank or trust company or Federal Reserve Bank.

When you receive the cash, remember that there are human parasites who induce people to risk their money in unsound ventures. Millions of dollars from the wages and salaries of workers in this state are wasted every year in bad investments.

Therefore, be cautious. Don't allow your money to be talked out of your hands for a bad investment. If you want to invest the money safely, consult the bank that handled your Victory Note, or come to the Labor Bureau. We'd be glad to give you all possible assistance in reinvesting the money.

WALPOLE HOME BUILDING CO.

C. O. Littlefield of the Walpole Home Building Company is enjoying a vacation at Atlantic City, N. J.

Miss Lillian Huston of Boston succeeds Mrs. E. W. Hooper as bookkeeper at the office of the Walpole Home Building Company.

"MOVIES"—BIRD HALL

The following program of pictures will be shown during the month of February:

Saturday, February 3—Harry Carey in "The Fox."

Wednesday, February 7—Wallace Reid in "The Ghost Breakers."

Saturday, February 10—Tom Moore in "From the Ground Up."

Wednesday, February 14—Betty Compson in "The Bonded Woman."

Saturday, February 17—Frank Mayo in "Afraid to Fight."

Wednesday, February 21—Betty Compson and Bert Lytell in "To Have and To Hold."

Saturday, February 24—Raymond Hatton in "His Back Against the Wall."

Wednesday, February 28—Dorothy Dalton and Jack Holt in "On the High Seas."

In addition to the feature pictures shown, there will be comedies, news reels or scenic pictures each evening.



BIRD & SON-INC.
LOCAL SAFETY COMMITTEES.

1. Main Mill: J. B. Maguire; S. W. Smith, Chairman; A. J. McDonald; Edward Scanlon; Alfred Maier; F. W. Fisher, Inspector; J. J. Burke; Arthur Massey.
2. Building and Roofing: L. M. Pratt; A. H. Boothby; E. L. Chamberlain, Chairman; Gustaf Johnson; L. N. Seavey; R. C. Call.
3. Floor Covering: S. W. Gurney, Chairman; P. J. McCall; A. Burdett; Wm. Mannimon; G. B. Sodergren; A. Bown; F. W. Fisher.
4. Phillipsdale: Wm. Livingston; Henry Phelps; Chas. Cyronak; Wm. Banks; Walter Gill; John Nolan; Rex Salisbury, Chairman; L. E. Allen; A. Homenuck.

THE "VERY IDEA"

An idea is a mental image and as such is worthless, unless brought into use by action on the part of the originator. None of us want to be idealists, but a good idea, with the courage of your convictions to put it across, will always attract interest. You may have the "Very Idea." Send it to the Suggestion Committee.

SUGGESTIONS

The following suggestions were accepted during the month of December, and the standard prize of \$5.00 was awarded for each:

Counterweight for DP	
Thickener Couch Roll	Helge Holter, DPP
Method to Prevent Freezing of Water Pipe in FFV.....	William Danaher, FFV
Install Flange Coupling on FBPM1 Submerging Roll Shaft.....	Paul Sansone, FBM

Extend Heating Coils from Locker Room into Corner of FBF Department.....

James Quinn, FBM

Attachment for FFD Wax Machine to Keep Paper Off Rolls When Machine Is Not Running.....

Patsy Sansone, FFD

Install Eccentric on Bottom Cooler, FBPM1 Surfacing Section, to Keep Ductor Blade Adjusted.....

Patrick Reardon, FBP

TO-GETHER

On a recent afternoon I sat in the orchestra of a famous theatre, almost literally in the orchestra, for I occupied a front seat.

I enjoyed the entertainment, I enjoyed hearing the music, but most of all I enjoyed *watching* the musicians, for it gave me an idea.

Fortunate indeed is he who can attend a modern "show" and bring a thought therefrom, the theatres these days making their appeal for the most part very frankly to the sensuous and seldom to the intellectual.

But of all vital forces in the life of man, ideas are the most potent. Emerson used to say that he gathered a crop after the farmer, one that the farmer knew not of.

Without doubt the seer carried the idea with him to the farmer's field and found there but an added evidence or illustration of it. Perhaps this is what I did as I sat in the theatre watching the orchestra that afternoon. Anyway, here is the idea and I want to give it to the readers of the Neponset Review as an inspiration for 1923.

Each member of that orchestra *knew what he was doing*.

Each one was *faithfully doing his part* to the best of his ability.

Each one was playing his own instrument *as an integral part of an organization and all were working together*.

Now to make this idea a real preachment, I must say that every one who reads it, if he has his brains along, can see where it applies to every gang, every department, every office, every mill and every individual member in that great organization which is Bird & Son.

(In the next Review we will tell what the Bass Viol said.)

—H. E. R.

RULES FOR THE CARE OF THE TEETH AND MOUTH

1. Clean your teeth and mouth at least twice a day or oftener, and especially before going to bed.

2. Children should be instructed as early as possible to take care of their teeth. The care of the milk teeth is just as important as that of the permanent set.

3. Beware of sweets and too-soft foods! Active mastication is the best natural preventive against diseases of the teeth.

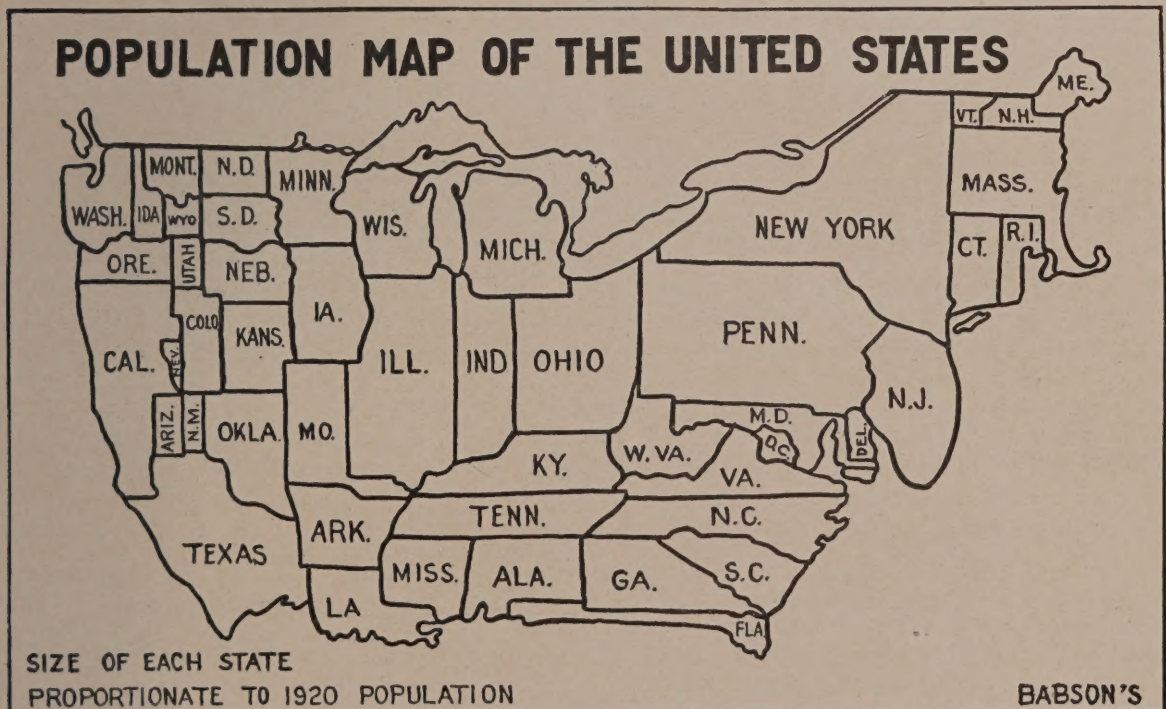
4. Mechanical cleansing of the teeth, aided by the brush and by dental floss silk, constitutes the sole foundation of dental hygiene.

5. A weak but harmless antiseptic mouth wash (warm salt water) in conjunction with a suitable powder or paste is amply sufficient for the rational care of the teeth and the mouth. Avoid gritty powders or pastes and too highly flavored mouth washes.

6. See that the prospective and nursing mother is supplied with suitable food rich in mineral salts (green vegetables, milk, eggs, etc.) in order that the teeth may be properly developed. Take care that the child is supplied with similar food after weaning.

7. Visit your dentist at least twice a year.

8. A clean and healthy mouth offers a good guaranty against many diseases.



Through the courtesy of Babson's Statistical Organization we are reproducing the above map which recently appeared in their Bulletin showing how the country would look if the size of each state were proportionate to its 1920 population. A glance at this map emphasizes the fact that a state such as New Jersey may be small in physical area but large in population. On the other hand, many states which have an imposing appearance on an ordinary map shrink into insignificance when viewed from the standpoint of population.

PAPER MAKERS' ANNUAL BANQUET

The annual meeting and banquet of the Paper Makers Social Club, composed wholly of paper makers at the Main Plant, was held on New Year's Day, January 1st, in the Lunch and Brigade Rooms at East Walpole.

Although the weather was very bad, there was an attendance of about fifty, including members and invited guests. Among the guests were Mr. Bird, Mr. Allen, and Mr. Wyman, all of whom made very interesting remarks following the dinner.

Mr. Bird spoke entertainingly on some paper making experiences of the past and outlined the introduction of the steam engine for power in the mills.

Mr. Allen spoke of the excellent team-work of the Bird & Son organization and of the need for it.

Mr. Wyman touched briefly on the outlook for the paper mill for the coming year and of the excellent work that had been done in the past.

During the banquet Messrs. Robt. Kale and Percy Dennison rendered vocal solos and duets.

After the banquet the club members held their annual business meeting at which the officers for the coming year were elected: John Spillane, President; Frank Massey, Vice-President; Wm. H. Boyden, Jr., Treasurer; Michael McDonough, Financial Secretary; and John M. Smith, Recording Secretary.

SAVE FEB. 13th.

BIRD CLUB ENTERTAINMENT

BIRD HALL, EAST WALPOLE

A REGULAR TIME

"Old Plantation Players"

9 COLORED MINSTRELS 9

Songs — Buck and Wing Dancing — Negro Melodies

This troupe are the original Old Plantation Players who opened the Old Plantation Rooms at the Hotel Westminster last fall.

DON'T MISS 'EM

They will play for DANCING following entertainment, until 12 o'clock

Eve of St. Valentines' Day and last day before Lent

Tuesday Evening, February 13th, 1923

8 P. M.

The meeting at the Club will be held February 28th, the entertainment to be announced by the committee later.

BIRD CLUB MEETING

Without doubt one of the most interesting and instructive as well as highly entertaining talks ever given at the Bird Club was on Wednesday, January 17, when Fritz Becker told of his experiences in Europe and how he found conditions in the foreign countries.

Mr. Becker returned just before Christmas from an extended trip through England, Scotland, Norway, Sweden, Finland, Denmark, Germany and France. He explained in detail his trip through these different countries and through the paper and pulp mills.

During the trip Mr. Becker had a few thrilling adventures as well as many very amusing and interesting ones. An interesting part of his talk was his experiences in Germany where an American dollar would buy from 5000 to 12000 marks.

Mr. Becker's description of his trip lasted for an hour and a half and he then answered questions for one half hour regarding different points in his talk.

Mr. Becker has very kindly consented to write an article for the *Review* which appears on page 8. Don't miss reading it.

BASKETBALL CHALLENGE

The Drafting Room A. A. Basketball team challenges any department of Bird & Son to a game of basketball to be played at the Bird Club gym any evening after work. The team that accepts the challenge will have to meet one requirement and that is their combined ages must average thirty-five.

The EF A.A. is made up of the fastest men in the Main Mill and will give a good account of itself. In their line-up they have Ed Bonham and Joe Engley, guards, Shad Bartlett, center, Happy Timmins and "Phat" Gladding, forwards.

Send all communications to the Basketball Mgr. EF A.A.

A THOUGHT FOR TODAY

Not His Job

"I'm not supposed to do that," said he,
When an extra task he chanced to see.
"That's not my job, and it's not my care,
So I'll pass it by and leave it there."
And the boss that gave him his weekly pay
Lost more than his wages on him that day.

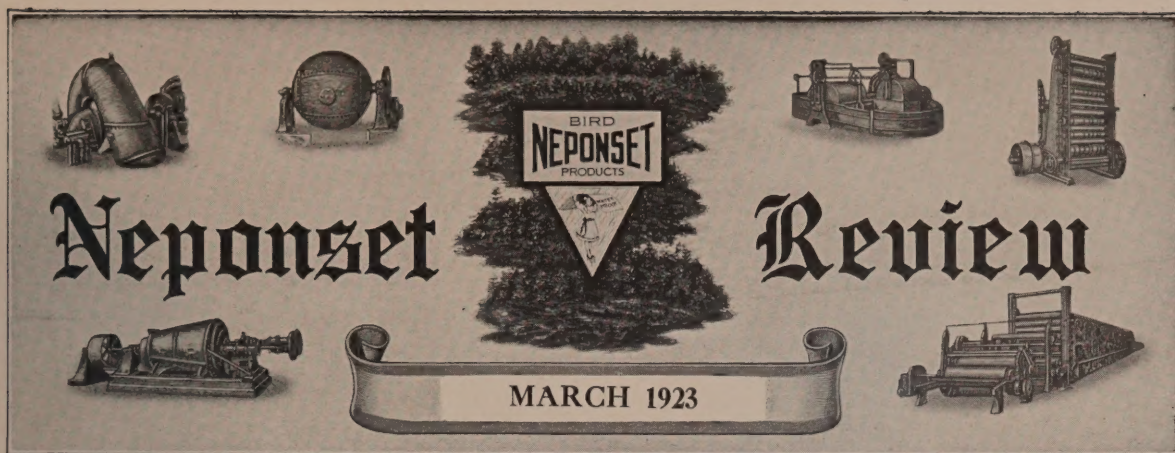
"I'm not supposed to do that," he said,
"That duty belongs to Jim or Fred."
So a little task that was in his way
That he could have handled without delay,
Was left unfinished; the way was paved
For a heavy loss that he could have saved.

And time went on and he kept his place,
But he never altered his easy pace,
And folks remarked on how well he knew
The line of tasks he was hired to do.
For never once was he known to turn
His hand to things not of his concern.

But there in his foolish rut he stayed,
And for all he did he was fairly paid,
But he never was worth a dollar more
Than he got for his toil when the week was o'er;
For he knew too well when his work was thru,
And he'd done all he was hired to do.

If you want to grow in this world, young man,
You must do every day all the work you can.
If you find a task, tho it's not your bit,
And it should be done, take care of it;
And you'll never conquer or rise if you
Do only the things you're supposed to do.

—Written by one of the workers of Marshall Field & Co.



VOL. XII

NO. III.



"THE ARCHES" Washington Street Bridge taken from rear of No. 2 Box Shop, Feb. 22, 1923.

NEXT WINTER'S COAL

From all that we read in newspapers, we certainly can consider ourselves fortunate here in our community because, so far as we have been able to learn, there has been no actual suffering for lack of fuel supply this year. It is true that many families have had to burn soft coal, but our local coal companies have been able to supply the needs. We have been fortunate in obtaining a fair amount of hard coal for this section. The Home Building Company, as well as several individuals around, have had a supply of wood which has replaced coal in some cases, but it has not been found necessary, in many instances, to do this.

One reason why we have not felt the pinch for coal for domestic use in this community is due, to a considerable extent, to the fact that early last spring many customers put in this winter's supply of coal. This was done, as we remember, against the advice of the newspapers and fuel administrators all over the country. However, those who did it not only saved considerable in the price of their winter's fuel, but were without worry and bother the entire year.

In a very few weeks the present demand for coal will be a thing of the past and many will not give it further thought until next winter. Shortly after April 1st it will be possible to know

fairly close what the price of coal will be for the year. In all probability there will not be much change. We wish the old plan that coal dealers previously had, whereby the price of coal was lowest in April and was advanced a certain amount each month during the year, could be put back in operation. In this way one knew that delay would mean an extra cost.

There has been much uncertainty regarding it, and, for that reason, we strongly urge everyone to make plans within a month or two at the most for obtaining next winter's supply of coal.

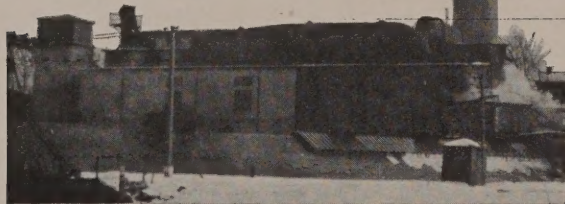
Means are provided within our organization whereby our employees may procure next winter's supply of coal this spring. Money can be loaned to those who find they are unable to pay spot cash for their coal so early in the year. It is a fact that the coal men want to put coal into our cellars as early in the year as possible. The average man who uses coal wants to have it there so he may forget coal until the time comes to shovel it on the fire. We strongly urge every employee who will need coal next winter to adopt this very business-like plan so that next winter his worries about coal will be over.

THE CHIMNEY LIGHT

Last year, when repairs were being made on the chimney, Mr. Bird originated the idea of putting the light on top, and attachments were put on the chimney so that now we have a powerful light on the top of our main plant chimney that can be seen for many miles around.

The bulb is 200 candle power and is of the intermittent type, flashing on and off—the on period being 7 seconds and the off period 8 seconds.

The light was first used on Xmas eve and many interesting comments and questions were heard around this section as to what the light was. The light has been lit on the eves of all holidays, and the present schedule for the rest of the year shows that the light will be lit on the evening of July 3d, Thanksgiving



Picture of Chimney Showing Light, taken from Bird Pond.

ing eve, Christmas eve, and New Year's eve.

Mr Bird says it is to be a non-partisan light and will be used on nights before elections. Probably some signals will be arranged for flashing the election returns, in connection with some of our many wireless receiving stations.

THE TORONTO WAY

Dr. Charles J. Hastings, medical officer of health, Toronto, Canada, recently published in the Toronto health bulletin some of the most sensible rules that we have ever seen published by any health authority, for preventing the respiratory infections commonly known as "colds."

The Toronto rules are so good that we print them here. Everyone will find them worthy of careful study.

"Don't sit or work in an overheated room. Sixty-five to 68 degrees is quite warm enough, 60 to 65 degrees if you are engaged in any active work. Insist on a slight current in the air of the room you occupy and also a proper degree of humidity.

"Don't use sprays or douches for your nose unless under doctor's orders and instructions. Much more harm than good comes from the use of sprays. In the first place, if a spray is strong enough to destroy the germs, it is more than likely to produce irritation of the mucous membrane, which will lower rather than build up its resisting powers and consequently make it all the more susceptible to germ activity.

"Don't sneeze or cough except into a handkerchief or a piece of cheesecloth and keep well beyond the range of any one else who is coughing or sneezing.

In the Home

"Don't allow any member of the family who has an acute cold to come in contact with other members of the household, nor to use the same eating or drinking utensils, etc. Have everything sterilized that is used by one who has contracted a cold, as you would if they had scarlet fever or diphtheria.

"Don't go to any public meetings if you have a cold. You had better stay at home until it is better. You will save time by doing so and probably save others from contracting your cold.

"Don't stand close to any one with whom you are conversing if you are reckless enough to go about when you have a cold, and do not under any circumstances shake hands with any one while you have an acute cold. Remember, through the frequent use of your handkerchief, your hands are always contaminated with the germs of the disease. Have you ever catechized your hands and fingers with regard to everything they have been in contact with in the previous 24 hours? One of the surgeons in a military camp during the world war, kept a careful record of the number of possibilities of contaminating his hands in one day; it amounted approximately to 120.

"Don't under any consideration touch any article of food, whether for yourself or for any one else, unless you have previously thoroughly cleansed your hands. 'Have You Washed Your Hands?' would be a valuable motto to be placed in every dining-room.

"Hundreds of lives could be saved and thousands of cases of sickness prevented if people were as much afraid of colds as they are of small pox or a mad dog."

BOX SHOPS AGAIN WIN SAFETY BANNER

No Clean Records for January
16 Accidents Made Bad Start for 1923

STANDING

Dept.	No. Emp.	Accident	Days Lost	Standing
FX1 & 2	218	1	9	.976
DM	265	4	21	.918
EM & ER	154	2	19	.901
FF	204	3	29	.886
FB	260	6	36	.867

The Box Shops won the Safety Banner for January with one accident during month. David Heylin knocked skin off a knuckle and infection developed causing 9 days lost time.

DM had 4 accidents during the month causing 21 days lost time. Pat Reardon, DMC, jumped from an elevator while in motion and landed on his head, hurting himself quite badly. Coleman Howe, DMB, slipped while pushing a stock car and fractured one of his ribs. These two accidents will cause the greatest amount of lost time in DM as both will lap over into February. The other two accidents were to Raffael Paolucci, who tipped over a pail of asphalt, slightly burning his hand, and to Carlo Salvatorelli, who strained his back while working in the stock shed.

EM & ER, going the entire 12 months of 1922 with only 8 accidents, turned up with 2 for the month of January. Patrick Hessian, while shifting a belt on a lathe, got his hand between the belt and pulley causing abrasions that necessitated his losing 4 days time. Martin O'Donnell, EMY, while plowing and shoveling snow, strained his back, losing 15 days.

FFF had three lost time accidents: Antonio DeFalco ran into a truck load of rugs causing a contusion of his shoulder and a consequent loss of 8 days; James Loughman, FFC, skinned one of his knuckles on a belt and infection followed which necessitated the loss of 10 days; Raffael Capone had a rug fall on his right foot and lost 3 days.

FB had another bad month of accidents—six in all, three of which were caused by handling of material. Lawrence Connors hurt his foot and lost one day when a roll of felt slipped and hit him on the foot. John Foley strained his back lifting a pipe from a trench and lost 9 days. Louis Paul dropped a shipping plate on his foot and lost 1 day. Harold Sibley had a wrench slip and strike the back of his hand. Peter Maduskine slipped on the stairs at FBM hurting his right knee and necessitating the loss of 9 days. Harry Bellew was sitting on a motor belt while working on a steam pipe when the belt broke and he fell about 6 feet striking his head and back on a bench—result 10 days lost time.

—Safety Committee.

NEW SAFETY COMMITTEES

The following members have been appointed to serve on the local safety committees for the next six months. They will do all they can to prevent accidents in the different plants. You can help them by reporting any place or condition you consider unsafe and also by being careful yourself.

East Walpole Safety Committee:

S. W. Smith, Chairman	PM
J. B. Maguire	PMD
J. J. Burke	PMJ
Peter Neilson	FXF
Earl Hanson	FXK
W. Patterson	DF
Robert Hood	EMM
Paul A. Guttormsen	ER
F. W. Fisher	PZ

Floor Covering Safety Committee:

S. W. Gurney, Chairman	PF
S. S. Nickerson	FFN
William Mannimon	FFM
Oscar Knight	FFF
B. Sodergren	Office
Nelson Phillips	FFP

Building & Roofing Safety Committee:

E. L. Chamberlain, Chairman	PB
L. M. Pratt	Office
Herbert Jepson	FBE
Howard Everett	FBT
Raymond C. Call	FBM
A. H. Boothby	PBL
John Hurley	FBV
Thomas A. Smith	FBPM
Adolph Ketty	FBPM

THE MAN WHO GETS PROMOTED

The ordinary fellow does an ordinary task,
He's mighty fond of "good enough" and lets it go at that;
But the chap who gets promoted, or the raise he doesn't ask,
Has just a little something more than hair beneath his hat.

The ordinary fellow lives an ordinary day,
With the ordinary fellow he is anxious to be quit;
But the chap who draws attention and the larger weekly pay
Has a vision for the future, and is working hard for it.

The ordinary fellow does precisely as he's told,
But someone has to tell him what to do, and how and when;
But the chap who gets promoted fills the job he has to hold
With just a little something more than ordinary men.
—By Edgar A. Guest, Labor World.

MORE SELF-DETERMINATION

A Dutch scientist has discovered the existence in the heavens of a body 20,000,000,000 times larger than the sun. We understand that it is to be allowed to remain there for the time being.

Leading Building and Roofing Salesmen

EASTERN DIVISION—1922.

W. E. Hale, Sales Manager of Eastern Division Building and Roofing Sales, sends us the standing of the leading salesmen in his division for 1922. Much interest was shown throughout the entire year by all salesmen.

The standing is based on per cent. commissions earned to the total commissions paid in the division for the year.

THOMAS BENSON

Thomas Benson ranked first in the standing of the Eastern Division salesmen for 1922. He was born in Plymouth, Mass. in 1882 and as a boy he spent most of his spare time fishing in the waters of Plymouth Bay and in the inland lakes and ponds of which there are 365, or one for every day in the year, in Plymouth County. Tom claims to have fished in all of them.



Tom Benson

Early in life he started in the insurance business, but later went to sea and worked on ships sailing between New York, British Isles and South American ports. After two years at sea he decided it would be more pleasant to become a land sailor again, so he returned to the good old U. S. A. and went into the retail clothing business, after which he tried out his hand in the hotel business. He doesn't tell us why he retired from the hotel business but inasmuch as this took place on

or about the time the 18th Amendment went into effect our readers will have to draw their own conclusions.

Tom entered the service of Bird & Son, Inc. in 1919 and has been a very successful salesman. He is married and always looks happy—in fact his perpetual smile seems to have broadened since the big event took place about three years ago. During the Summer he works out of Rockville Centre, L. I. and in the Winter makes his headquarters at Mt. Vernon. It is his proud boast that nothing will stop him from being at the top of the list when December, 1923, rolls around.

Tom has only a few bad habits that we know of and the principal one seems to be his mania for shaking hands with people—especially politicians.

W. L. SCHACHT

Walter L. Schacht, who ranks 2nd in the standing of the Eastern Division Salesmen, was born in New York City, February 23, 1887. He was educated in the local public schools and lived in N. Y. City with his parents until



Walter L. Schacht

1904 when he went West. During the reconstruction of San Francisco, after the earthquake in 1906, he spent 18 months with the Thompson Starrett Construction Co. as Pay Master. Then he came East and represented the Morris O'Meara Mfg. Co., who at that time were jobbing under private brand, products made by the Vulcanite Rfg. Co. After about two years he left this concern to enter the employ of the Patent Vulcanite Rfg. Co.,

working in this position for about three years. He next entered the employ of the Simmons Hdwe. Co. as sales-

man and was with them about 5 years when he left to enter the U. S. Navy during the recent World War.

After serving a year and a half in the Navy he was released in 1919 and the same year became Manager of the N. Y. office of the Multibestos Co. of Walpole, Mass., and in September, 1921, left them to enter the outside Sales Force of Bird & Son, Inc.

Walter is a married man and makes his home in Stratford, Ct. His present territory consists of Western Conn. He is a rugged looking human, standing 6 feet 2½ inches in his stocking feet and weighs 196 pounds. He has blond hair, now slightly scorched, and doesn't know what indigestion is. His great hobby is sending telegrams "Collect."

R. H. SHERMAN

R. H. Sherman ranked third in the standing of the Eastern Division salesmen for 1922. He was born in Franklin, Mass., Feb. 9, 1894. When 12 years of age he moved to North Attleboro and likes the place so well he has lived there ever since. After attending the local schools he entered Dean Academy and graduated in June, 1913, coming to work for Bird & Son, Inc. that same month.

His first job was in the office stockroom, which was then located where the files are now. From there he was transferred to the Order Department which has since been discontinued. He was later assigned to the Sales Department and worked there for some time as a correspondent. In May, 1915, he became a member of the outside Sales Force and was given six towns in which to sell to contractors and carpenters, clearing the orders taken through regular dealer channels. After three months of sales promotion work he was given the State of Rhode Island to cover, under the supervision of G. W. Towle, Jr. After a year of this training he was given a regular territory comprising the State of Rhode Island and Southeast Massachusetts.



Roland H. Sherman

Mr. Sherman has been a very successful salesman. He was married in 1916 and feels quite proud of the fact that he is the father of one-sixth of a dozen children, nicely assorted, a splendid boy and a girl. He has a very lovely home in North Attleboro where he lives the year around. You can always find him there Saturday afternoons (he works Saturday mornings) and Sundays. At the present time he covers the State of Rhode Island and although he isn't making any boasts, he feels sure he is going to knock some of those who finished a little higher in the race last year off the roost before the end of 1923.

Roland has no bad habits that we know of, but he does admit that the photograph from which this picture was copied is about 10 years old. We mention this so his friends won't think he has made good where Ponce de Leon fell down in the search for the Fountain of Youth.

"Every day, in every way, we are getting better and better"

HALBURTON DOBBINS

Halburton Dobbins, or as he is better known to his friends, "Dobbie," ranked fourth in the standing of the Eastern Division Salesmen for 1922. He was born in Jonesport, Me. on June 11, 1873. He is a direct descendant of the early English settlers in America and, coming from Colonial stock, the family has been represented in all the wars of the nation. In 1898 he became a veteran and



Halburton Dobbins

because of services rendered his country is entitled to wear the Spanish war button. His one regret seems to be that no one in his own family was able to take part in the Great World War. He is the father of two lovely girls who were not old enough to get into direct service, although we do understand other branches of the Dobbins family were very much in evidence during that trying period.

Dobbie's early life was spent in his home town of Jonesport, where he attended the public schools and spent considerable time, as most young men of that community did, on the sea. To his boyhood pals he was familiarly known by the name of "Hakesounds."

Later in life he entered the service of the N. Y., N. H. & H. R. R. and was an associate of G. W. Towle, Jr. After some years in railroad work he cast his fortunes with Bird & Son, Inc. and now takes pride in being classed as an "Old Timer" because of nearly 20 years of service. His first work with Bird & Son was in the Main Office at East Walpole. Later on he was transferred to the outside Sales Force where he has always done splendid work in the States of Maine, New Hampshire, and Vermont.

His one bad habit, so far as we know, is a mania for automobile speeding, often driving at the terrific rate of 18 miles an hour; however, this only happens when he is travelling down hill on steep grades.

W. F. SLINE

William F. Sline, well known to his friends as "Bill," ranks 5th in the standing of the Eastern Division Salesmen in 1922. He was born in that part of Walpole known as "The Center" on October 4, 1882 and here he lived with his parents until he was about 7 years of age, when he moved to that part of East Walpole called "Plimptonville."

His education was obtained in the Walpole public schools and his first job was with Bird & Son in the Old Box Shop



Bill Sline

where he worked under Geo. R. Wyman, our present Manufacturing Manager. He seems quite proud of the fact that his salary at that time was a dollar a day and claims this was the foundation of the snug little fortune he has accumulated.

After working for Bird & Son for about two years Bill entered the service of the Lewis Mfg. Co. of Walpole. Here he remained for about one year, leaving to accept a position as Station Agent at Plimptonville, Mass., on the N. Y.,

N. H. & H. R. R. According to Bill the heaviest part of this work was flagging the crossing because this was in the days before grade crossings were in existence. Rumor has it the flag is still in use so we will have to take it for granted that Bill didn't overwork it. His railroad career covered a period of about one year, after which he accepted a posi-

tion in Plimpton's Bindery in Norwood, Mass. and from this place he started to play Professional Baseball in 1905. According to Bill, his baseball career came to an end in 1915, but this, of course, is a matter of opinion.

After leaving the Baseball Profession he reentered the service of Bird & Son and worked for some time in what is known as the New Box Shop, later on being transferred to the Store room, where he worked as Receiving Clerk. After two years in this position he entered the outside Sales Forces where he has made a splendid showing. It is our opinion there isn't going to be much dust ahead of Bill when the boys go under the wire at the end of 1923.

Bill is a great family man and is the proud father of three children, two girls and a boy. His only bad habit, so far as we know, is his tendency to make slight exaggerations on his past performances as a baseball player.

S. C. TRAUDT, JR.

Stephen C. Traudt, Jr., salesman at large in the Eastern Division, has been a big factor in the development of the Eastern Division salesmen during 1922. He was born in N. Y. City, Feb. 17, 1888.

Steve (as he is familiarly known to hundreds of dealers and salesmen) obtained his education in the Public Schools of New York and during this time sold newspapers in order to assist his parents who had a large family. After leaving school he entered the service of the American District Telegraph Co. where he worked for a short time. He left this place to go with a clothing concern and he was employed by them for about one year, resigning to enter the service of the law firm of Simpson, Thatcher & Bartlett, of N. Y. City, where he served as office boy and mail clerk for a year. He left the law firm to become associated with Bird & Son, Inc., and held an inside position in our New York Office for about three years, after which he was transferred to the outside Sales Force.

His first territory was in New York City and Brooklyn—then he was transferred into New Jersey. Since that time he has worked in every State and every territory in the Eastern Division. Steve has always placed Bird & Son's interests above his own and is one of the most loyal of men. Practically every salesman in the Eastern Division has at some time or another been benefited by his advice and assistance.

He is very happily married, lives in Norwood, Mass., and is the father of three children, two girls and a boy. His hobby is telling the story of how the name "Paroid" originated. In truth, however, it must be said he has started several times to tell this story but hasn't always finished.

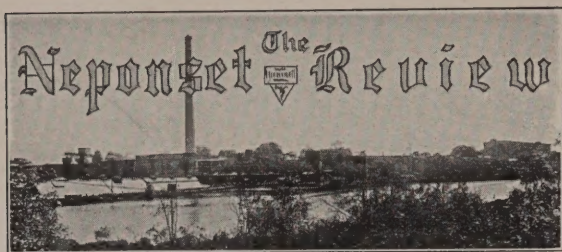


Steve Traudt

12 PAPER MILLS, 33 PRINT SHOPS, TURNING OUT MARKS

Berlin, February 8 (By A. P.)—Thirty-three printing plants and 12 paper mills are being kept busy supplying Germany with the new currency which is being issued at the rate of 45,000,000,000 marks a day. The introduction shortly of notes of 50,000-mark denomination is expected to increase the daily output of the presses by 15,000,000,000 marks.

It is estimated that by the end of the month every day will see 125,000,000,000 marks in new notes pouring into circulation through the issuance of notes of 20,000 and 100,000 marks, as well as by an increase in the flood of 10,000-mark bills.



Vol. XII.

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No. 3.

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Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

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Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

An ounce of performance is worth a ton of complaint.

—Theodore Roosevelt.

OUR EMERGENCY HOSPITALS KEPT BUSY

Owing to the altogether too prevalent colds during the past few weeks, the nurses and doctor at our emergency hospitals have been kept unusually busy.

During the month of January there was a total of 983 treatments at the different hospitals. This is a much larger number than in any previous month. It may be interesting for our readers to know that during the year 1922 there was a total of 8992 treatments at our hospitals as compared with 7420 in 1921.

While the absence from our plants and offices due to sickness, during the past few weeks has been somewhat over the average, it is not nearly as bad as in many plants and offices that have been seriously affected.

This showing, to a large extent, is due to the fact that we are going to the hospital to see the nurse and doctor before it is too late.

Don't wait until you are flat on your back before getting advice. If you feel that you have a cold coming on, go to the hospital at once.

ARE YOU ON A "SUCKER" LIST?

Did you ever hear of the "sucker" list? On this list is placed the names of widows, or anyone else who has suddenly received money from a legacy, insurance, sale of property, or any other source that they could be induced to turn over to some unscrupulous "get-rich-quick" scheme by high-powered salesmanship. And don't forget, the firm getting this list out receives good, hard round dollars for these "blue-sky" salesmen! Meat for them!

The appalling thing about the swindles which are from time to time attempted is that so many people fall for them. There is never any lack of victims. The more preposterous the promises of the promoters, the more eagerly do the foolish ones gulp down "bait, hook and sinker." The old saying that "there's a 'sucker' born every minute" is no idle fancy. It is almost literally the truth.

Any one is liable to get stung by someone who has a "wonderful proposition for just a few friends he is willing to let in on the ground floor." Then, too, there are perfectly honest people selling propositions that ring true to the average investor but which will not bear examination. These sales people have the very best of intentions, wouldn't think of cheating a dear friend, but they don't always know the inner workings of their particular offering.

The reason so many allow themselves to be caught is principally that their cupidity is appealed to, and when cupidity is aroused common sense is benumbed. People should know better than to believe anybody is honestly begging them to accept 800 per cent. dividends, or even 18 per cent., if they stopped to reason. But they don't stop to reason—that is, a lot of them don't—because they don't want to disbelieve anything so alluring.

They prefer to "take a chance." But what they really take is not a chance but a certainty—of disappointment and loss.

The money you have saved so carefully is your money, there is no question about that, but it behooves you to guard it carefully, to spend it carefully.

Very few of us are versed in the science of investments and it is no shame to us if we ask for advice from others who know or who can find out.

Ofttimes one hesitates to ask about these things, probably feeling that he is intruding or that he doesn't want anyone else to know about his private affairs. Any such attitude is wrong. It doesn't make any difference what you may want to invest in or what you are approached on, whether it be books, magazines, stocks, bonds, real estate, or anything else, we shall be glad of the chance to help you—not from the standpoint of prying into your personal affairs or telling someone else about it, but just to give you assistance. If you'd rather not tell us, then see a first-class lawyer or someone else versed in such things.

If you do come to us remember this—we are pledged to secrecy—only such parts of your

troubles will be told as need be and then told to the man outside if it is deemed necessary to get outside help. Your fellow workers won't hear of it. But no matter what else you do

Before you invest—INVESTIGATE!

STATISTICS

Statistics based on experience show that of 100 men starting out at the age of 25, at the end of 40 years—

- 1 will be wealthy,
- 4 will have incomes,
- 5 will have earning power,
- 36 will be dead,
- 54 will be dependent upon relatives or charity for support.

Each one must recognize his or her responsibility in providing for the future.

IN WHICH CLASS ARE YOU GOING TO BE?



LIBRARY

Reading is to the mind what exercise is to the body. As by the one, health is preserved, strengthened, and invigorated; by the other, virtue (which is the health of the mind, is kept alive, cherished and confirmed.

—Sir Richard Steele.

Books recently added to our library:

Agriculture

- Thirty Year Fertilizer Test Haskell
- Orcharding Mass. Agricultural Experiment Station
- Also a number of other pamphlets issued by the Experiment Station, interesting to farmers and gardeners

Biography

- Behind the Mirrors: a brief analysis of some of the characters prominent in Washington politics of to-day
- Soul of the Immigrant Panunzio

Essays and Travel

- The Last Harvest Burroughs
- Papers written during the closing months of his life, reflecting strongly the influence of Emerson
- Open Spaces Van Dyke
- Experiences in the author's rambles through the wilds of the great Northwest
- Thomas Hardy's Dorset Hopkins

Novels

- Granite and Clay Bassett
- Shadow on the Stone Bryant
- Ravensdene Court Fletcher
- Strength of the Pines Marshall
- Goldie Green Merwin
- Madame Valcour's Lodger Olmstead
- Captain Blood Sabatini

The American Paper and Pulp Association published in a recent bulletin a list of the best books on paper making. A large proportion of them, as follows, are in our library.

History of Paper Manufacturing in the United States, by Lyman Horace Weeks (1916). An account of the origin and development of paper manufacture in the United States from 1690 to 1916. Contains illustrations of principal

mill and numerous portraits of leaders in the industry. (Lockwood Trade Journal Company, 10 East 39th Street, New York, \$6.)

Lockwood's Directory of the Paper and Allied Trades, issued annually in September. Contains a directory of paper and pulp mills in United States and Canada, and classified lists of paper and mill products, besides addresses of paper and board merchants, twine manufacturers and wall paper printers. There is also a useful reference list of watermarks and brand names. (Lockwood Trade Journal Company, 10 East 39th Street, New York, \$7.)

Phillips' Paper Trade Directory of the World, by S. Charles Phillips. Issued yearly. (S. Charles Phillips & Company, 47 Cannon Street, F. C. London.)

The Paper Mill Chemist, by Henry P. Stevens (1907). (D. Van Nostrand Company, 8 Warren Street, New York, \$4.)

From Paper Mill to Pressroom, by William Bond Wheelwright (1920). (George Banta Publishing Company, Menasha, Wis., \$2.)

The Recovery and Manufacture of Waste Paper, by James Strachan of the Donside Paper Company, Aberdeen, Scotland. This is a most useful and suggestive work which can be recommended to all practical paper makers. (Spon & Chamberlain, 120 Liberty Street, New York, \$4.50.)

A Text Book of Papermaking, by G. F. Cross and E. J. Bevan. Fourth edition, containing additional matter, and in part rewritten with collaboration of J. F. Briggs. (Spon & Chamberlain, 120 Liberty Street, New York, \$9.)

The Treatment of Paper for Special Purposes, by Louis Edgar Andes (1907). The processes of manufacture for a variety of paper products are outlined in this book of 239 pages. It is not a working manual, though it contains a collection of formulas and furnishes for parchment and greaseproof papers, as well as for a whole series of novelty papers. (D. Van Nostrand Company, 8 Warren Street, New York, \$3.)

Manufacture of Pulp and Paper, in five volumes, edited by J. N. Stephenson. Volumes I and II deal with the sciences in their relation to the manufacture of pulp and paper. (Issued 1921.) Volume III, Preparation and Treatment of Wood Pulp. (Issued 1922.) Volume IV, in preparation. (To be issued 1923.) Preparation of rags and waste papers; beating, sizing and coloring; paper machines. Volume V, in preparation. (To be issued 1923.) Manufacture of paper and general mill equipment. (Technical Association of the Pulp and Paper Industry, 18 East 41st Street, New York, \$5 per volume. McGraw-Hill Book Company, publishers.)

Modern Pulp and Paper Making, by G. S. Witham, Sr. (1920). A practical American treatise which gives particulars of every phase of papermaking from the saw mill to the finishing room. (Chemical Catalog Company, 170 Metropolitan Tower, New York, \$6.)

SOMETHING FOR EACH OF US TO GIVE THOUGHT TO

George H. Mead, President of the Mead Pulp and Paper Co., Dayton, Ohio, says: "The world is entering upon the most competitive period that industry has ever experienced and companies which insist upon following old methods will one by one fall by the wayside and lose their identity, and finally their lives. Absolute elimination of waste and the running of machines without breakage are absolutely necessary." We have here in the past year reduced considerably our "time down" on the machines which helped greatly in a decrease in waste. By installing the Toledo Scales on our machines for weighing the moving sheet we feel we have made a marked advancement in running to standard weights upon which we base our costs. But it will mean the continued cooperation of each and every one to keep expense down. We have made a start—now let's carry on this year to a successful finish.

GLIMPSES OF EUROPE

This is the second and last installment of a very interesting report of Mr. Fritz Becker's trip to Europe in the interests of the Bird Machine Company.

In the previous issues Mr. Becker carried his readers through England, Scotland, Denmark, Norway, and Sweden. In concluding his article this month he writes a very interesting account of his observations through Finland, Russia, Germany and France.—Ed.

The trip from Stockholm to Helsingfors, the capital of Finland, takes about twenty-four hours. This is one of the noted waterways of the world. The passage out of the fiords and through the islands near Stockholm is repeated along the southern coast of Finland, where for approximately nine hours the ship winds its way slowly through countless islands of all shapes and contours, and nearly all heavily wooded with beautiful evergreen trees.

Finland to a stranger is a revelation, possibly because of the little we know of it. The country, since the revolution, has adopted a republican form of government, which seems very well established and much in favor. The Russian frontier is well guarded with very efficient forces, and it seems that this small country has at last loosened itself from the grip of Russia.

I found the business men very progressive, and they reminded me much of our people here. They are quick to make decisions and seem very well informed of most up-to-date methods, particularly in the manufacture of pulp and paper. One finds in nearly all of these mills someone of the force who has at some time or other worked in the mills of the United States or Canada. In the past the country has used Russia as an outlet for most of its products, and the fact that these people are now able to compete in the outside world undoubtedly has given them much confidence.

The cities, while located far from one another, are clean and well controlled. The people are able to buy most of the necessary commodities locally. Plenty of good food is to be had, and the purchasing power of the American dollar is greater in Finland than in any other country I visited except Germany.

Finland has an abundant supply of wood, which is well taken care of under governmental statutes. A good deal of the water power has been harnessed, and it is not uncommon to see households that are using electricity for heating, cooking and lighting. After seeing electrically lighted houses and highways in small towns seemingly miles from civilization, one recalls quite vividly that the street lighter still has his position in the outskirts of London.

The last revolution, started by the Communist and Red elements, is fresh in the minds of the people, and measures are effectively taken to prevent a similar occurrence. Many of the mills show the effects of bombardment during that period, and near such places as Walkiakoski, Tammersfors, and Cuvola one sees the remains of burned houses and farms, and hears on all sides blood-curdling stories of many of the scenes enacted. At Helsingfors many will show visitors the square in which the Reds were finally captured and shot. After hearing these stories, it seems that any measures the world can take to curb the spread of Bolshevism or Communism cannot be too strong or too quickly taken.

No Coal in Finland

It is an interesting fact that there is practically no coal in this country. All of the railroads are operated with wood. This of course means slow and infrequent service, but to offset this slightly traveling is made very comfortable. Much could be written of this country, but to fully realize the condition and future of this new republic one should visit it.

I was quite anxious to get into Germany and to see for myself the conditions about which I had heard so much. My first glimpse of Germany was of Sassnitz, a port located on an island off the northern coast. At this port the customary inspection of passports and luggage takes place. The officials seem none too courteous and are interested in the visitors only so far as their duties are concerned. These officials wear uniforms very similar to those

used at the front during the war. They are easily swayed by means of a small gratuity. The necessity of declaring everything of value one has, including currency—particularly foreign—and getting a declaration of this from the officials, is imposed on every one. I found this a very important feature of travel in this country, because each one is searched very carefully upon leaving Germany, and if he cannot show a declaration of all valuables brought in, he stands a good chance of losing them.

At the same port I received my first German money. That day a dollar was worth 7500 marks. During the ten days I was in Germany this exchange varied from 4000 to 10,000 marks per dollar. All money is of paper, and denominations run from 10,000 marks to 20 marks. Because of the fluctuation, one changes little money at a time, and consequently does not need so large a purse for carrying it as some would believe.

My first realization of the purchasing power of the dollar came on the ride from Sassnitz to Hamburg, a distance of about 250 miles, and consuming about eight hours. A first-class ticket for this trip came to 2,500 marks, or about 35 cents in our money. From this one realizes the low wages which must be paid to railroad employees. To cut down operating expenses trains are run infrequently and consequently are very crowded.

In Germany I visited many large cities, but because of the number of tourists it is quite difficult to get from these cities a true realization of the condition of Germany itself. In going through some of the smaller towns I noticed that every one was busy; factories seemed to be running full; farms were well cultivated and show good crops, and one wonders from these if Germany is really badly off. However, after studying the people and talking with them, one begins to see and understand their real position. People who foresaw the decline of the mark and covered themselves with foreign investments are fairly well off. Others, and these are the majority, who did not do this, are practically destitute.

50 Cents a Day for Skilled Men

The average skilled workman earns approximately six dollars a month. With this he can just exist. Meat is a rarity in the households, and the food consists mainly of corn bread, vegetables, and thin soups. The people are able to buy the same quantity of food each week, because wages fluctuate with the market value of their currency.

The result of this condition seems to be a loss of morale among the majority of the people. None seem to know where to turn next and has no conception of what the final reckoning will be. The German people, I believe, have become accustomed to a strong leader, and are followers rather than leaders themselves. Today they have no real leader and I think a great change will take place as soon as one appears.

The government apparently is not nearly so stable as it should be, and seems not to have convinced the people of its worth. This, however, is only natural, when one considers the condition of the country, with which, after all, the present government has had little to do.

Herr Cuno, the new Chancellor, seems to have a good following. He is, without a doubt, a very good organizer, but has yet to prove himself a practical politician. He has cleverly overcome the opposition of the Socialists, who are in power in the Reichstag at present, and seems at this time to be one of the strongest men in Germany.

The subjects most discussed by the people are the terrible fluctuation of the mark, the administration of Chancellor Cuno, and the attitude of the French Government toward Germany. Hatred against the French is particularly keen, and one hears of it on all sides.

A good deal is heard of a possible successful Bolshevik movement in Germany, and the possible uniting of Germany and Russia. I do not believe this will happen, because the seed of Bolshevism is most fruitfully sown among the laboring class of any country, those usually most dissatisfied. However, this class in Germany today are enjoying its first labor freedom, and apparently is the most satisfied of all. Laborers are far better off than professional men, who obtain a mere pittance for their efforts.

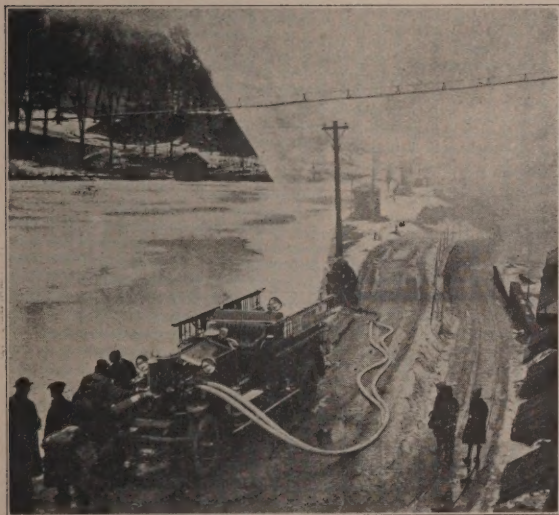
The one thing I think Germany needs is more foreign trade, and I do not think this will come about to any ex-

tent until the mark has stabilized itself. To help this I believe either a foreign loan or the return of German money now invested outside the country is necessary.

Going from Germany to France I passed through that part of the front where a good many of the boys fought,—Chalons, Bar-Le-Due, Epernay, and Chateau Thierry. This section has changed a good deal, with the exception of Epernay. The battle fields, so full of shell-holes, have been cultivated, and much work has been done toward rebuilding the ruined towns.

After returning to this country I cannot help but feel that we have much to be thankful for, and are fortunate to be on this side of the Atlantic under a flag so stable and respected as ours. Europe to me resembles a huge melting-pot ready to boil over at any minute. The trouble between the different countries, I think, is analogous to the family feuds we have in the mountains of Kentucky and Tennessee today. These have existed for years, and probably will continue to exist. I wonder if the solution of the whole European trouble will not be some time a United States of Europe under one head very similar to our own.

—F. K. Becker.



"Our New Ahrens-Fox Combination"

Testing one of Walpole's new pumping engines near pond. One of these engines is now at Central Station and one at East Walpole, Station No. 2.

STILL PICKING ON THE SCOTTIE

Three Scotchmen went to church, each clutching tightly the penny he intended to contribute when the plate was passed. Consternation reigned when the minister announced that this particular Sunday an effort was to be made to raise the mortgage and asked every member of the congregation to make a substantial offering.

During the prayer the Scots held a whispered consultation as to the solution of their dilemma and reached a satisfactory decision.

One fainted and the other two carried him out.

KING OF ITALY GREETES MR. C. S. BIRD, JR. H. Walter Child and Charles Sumner Bird, Jr., Talk With King

Rome, February 19—The American Ambassador, Richard Washburn Child, today presented to King Victor Emmanuel his father, H. Walter Child, and Charles Sumner Bird, Jr., of Boston. The King conversed cordially with his visitors, evincing the keenest interest in American affairs.

WALPOLE HOME BUILDING COMPANY NOTES

Mr. Spencer Martin moved March 1st from 66 Walcott Avenue to Norwood. The house vacated by Mr. Martin will soon be occupied by Harry A. Dresser who comes here from Waverley.

The Walpole Home Building Company have some very good building lots to sell and would be glad to show them to anyone who may be interested in building. The company will also help in financing the building of homes.

GARDENS

For several years past the use of land has been given free for gardens on property of C. S. Bird and the Walpole Home Building Company, the only charge being made for plowing and harrowing.

Last year the interest in this work did not seem to be as great as in the years during the war and some gardens prepared were not used.

Only a small number of gardens will be available this year and application must be made at the office of the Walpole Home Building Company before April 15th.

The charge for plowing and harrowing will be \$3.00 for each garden plot and must be paid when making application.

"MOVIES"—BIRD HALL

The following program of pictures will be shown during March and April:

Wednesday—March 7

Rudolph Valentino in "The Young Rajah"

Saturday—March 10

Cullen Landis in "Watch Your Step"

Wednesday—March 14

Alice Brady in "Anna Ascends"

Saturday—March 17

Priscilla Dean in "Wild Honey"

Wednesday—March 21

Wallace Reid in "Clarence"

Saturday—March 24

Will Rogers in "Doubling for Romeo"

Wednesday—March 28

Elsie Ferguson in "Outcast"

Saturday—March 31

Harry Carey in "Man to Man"

Wednesday—April 4

Lila Lee in "Ebb Tide"

Saturday—April 7

Helene Chadwick in "The Dust Flower"

Wednesday—April 11

Lionel Barrymore and Seena Owen in "The Face in the Fog"

Saturday—April 14

Lon Chaney in "The Trap"

Wednesday—April 18

Marjorie Daw & Forrest Stanley in "The Pride of Palomar"

Thursday—April 19

Benefit for Thomas Crowley Post, A. L.—Picture to be announced later.

Saturday—April 21

Claire Adams and Carl Gantvoort in "Golden Dreams"

Wednesday—April 25

Thomas Meighan in "Back Home and Broke"

Saturday—April 28

May Murray in "The Delicious Little Devil"

In addition to the feature pictures shown, there will be comedies, news reels or scenic pictures each evening.

A Benefit will be run on April 4th for Church Building Fund of the New Catholic Church which is to be erected in East Walpole this year.

Also on April 19th a Benefit will be given for the Thomas Crowley Post, American Legion.

ORDER YOUR GARDEN PLOT EARLY.

Walpole Home Building Co.

Notes from the Plants and Offices

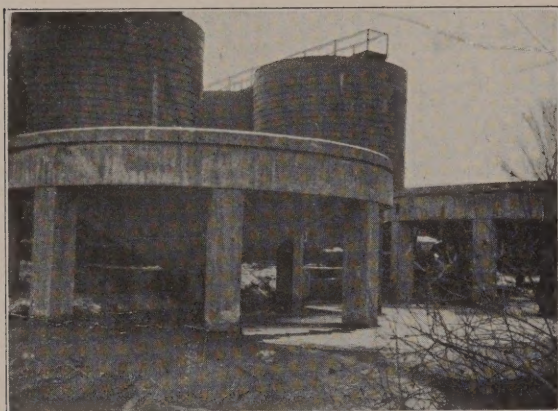
MAIN MILL

W. F. Geary fell in line with several others and had the grippe. We are all glad to see him back again.

We are all glad to hear that Pat Reardon, who met with a serious accident is progressing so well.

R. L. Tupper has changed his brand of smokes. Blackstones are good, but rather strong.

Spring will soon be here. We know it because Mr. Goodspeed has started talking hens. It's a sure sign.



Foundations and bases of new Filter Tanks—DMW

MILL OFFICE

The latest bachelor to announce his intentions to join the ranks of the Benedicts is "Gus" Hills.

We wonder who will be next. The only ones left now are Al Kendall, Charlie Paine, Francis Bannon and Harold McNeeley.

Monty is back on the job after his honeymoon and seems to be nicely settled in Norwood.

Mr. Wyman has been confined to his bed for several days with the grippe.

On March 1st, William J. Score left us to go into business for himself. We certainly wish him success.

His duties will be taken up by S. B. Montgomery, and the Planning Department has been divided into Planning and Manufacturing Accounting sections, Mr. Hills taking the Planning end and Mr. Keith the Manufacturing Accounting end.

MAINTENANCE NOTES

Fred Duncan and Harold McNeeley have been close followers of the hockey games in the Arena this winter.

Francis Bannon has devoted most of his spare time to the theatre. We suspect he aspires to the profession.

Mr. Conrad's new Ford sedan is very special.

Nora Curran of Department SM recently underwent an operation for appendicitis and is now convalescing. The EM boys certainly do miss her.

Oh, Henry! Keep your eyes straight forward and you won't step into puddles that reach over your boot tops.

Cooperation—it is necessary. For what would happen to an auto if one of the wheels came off?

Plans are made to put an addition on No. 1 Beater Building in which will be installed new pumps and Jordans.

We hear interesting gossip concerning Jack Manley. Eddie Bean says he helped him pick out a hope chest, so we suspect congratulations are in order.

Joe Donovan is extremely interested in a Paragon receiving set. We are afraid the radio bug has him, too.

Bill White is now a fan. He entertained Frank Whitehead at a radio concert recently.

Jack Burhoe of the Boiler Room is well pleased with his new office.

BOX SHOPS

We offer our best wishes to Nellie McArthur Berkland, who was recently married.

Chasing owls is the favorite indoor sport of FFXF people these days. One of the wise birds picked out the New Box Shop as the best place for an abode recently, but after much excitement, he was finally captured.

We discovered a can of delightfully scented talcum powder in a beautiful baby blue can in Bob Morse's office. We know Bob has a few faults—"even as you and I"—but we didn't know vanity was one of them. How come, Bob?

A Hawk(e) has entered the Bird family. He is making his headquarters with Bob Morse.

COSTOGRAPHS

Some people think that Raw Material plus a Run Order Number, divided by a Wild Guess, gives Production.

* * *

The correctness of Records is always governed by the character of the party or dance last night.

* * *

The Accounting Profession rather frown upon the practice of adding in the date, when computing costs.

* * *

Some people are born with the silver spoon, while others travel the pathway of thorns. Ask any Cost Accountant.

—H. L. B.



Signs of Spring—Shades of Summer

Al Smith caught this man mowing the railroad bank Feb. 23rd

NEPONSET CREDIT UNION

Members must not forget that this Association is for them, and when in need should not hesitate to borrow to cover emergency expenses.

Why patronize the installment houses? See us first on all matters of absolutely necessary purchase for which you have not the available cash, and we may be able to suggest ways of cultivating habits of thrift.

FIRE BRIGADE TREASURER

Miss M. E. Kaler, former Treasurer, has resigned on account of other duties. Mr. B. D. Rogers has been appointed Treasurer, and the bank book of the Brigade has been turned over to him.

This deposit was a surplus from an entertainment given in 1913, and has grown from \$36.05 to \$49.81 by the addition of interest alone.

BUILDING AND ROOFING

We are glad to welcome Harry A. Dresser as a member of the Maintenance Crew.

Mr. Chamberlain's new Ford sedan is quite an addition to our outdoor garage.

Many are the tragedies that a few minutes more or less have been responsible for. The other noon Charlie Derry's watch stopped, and at 12 o'clock he found himself at the Floor Covering plant instead of at the Building & Roofing Brigade Room, so that he lost his seat at the card game. It was a bad noon for Charlie—he couldn't play with half his usual skill.

The women of the Finishing Department certainly do appreciate the new partition which cuts off the cold drafts.

More Radio

It is indeed amusing to hear the morning discourses by the radio bugs when first they meet. It is no longer, "Good morning, Mr. So and So," but, "I got Newark, last night, or Davenport, Iowa, or Aunt Jemima, this morning. What did you hear?" Then follows a free-for-all discussion of the merits of the various sets, augmented occasionally by new arrivals, with news from Havana, or Medford Hillside, the latter usually from new addicts to the bug, who start out with nearby stations and then venture slowly to the more distant realms. It seems that no one is exempt from the affliction and it is found to be extremely contagious, even more so than "Forditis."

One of the most marvellous results of the radio fever at FB has been the apparent conversion of Doc Watson to the teachings of the "Good Book." Very zealously each Sabbath does Doc listen to the various sermons broadcasted from early morning until eventide. He is very cosmopolitan in his tastes, as he can listen with equal fervor to an Episcopalian exhortation, a Unitarian prayer meeting, or a Christian Science reading. Truly such versatility of spirit is an element of greatness and bespeaks the man himself. But as pleased as we are to state the foregoing, it is sad to relate, but nevertheless true, that "Doc" has to top off his daily program with a little jazz from some hotel orchestra in New York, or thereabouts. Now we do not wish to question the sincerity of Doc's conversion, or of his motives in following so deeply his regular program, but as there is a shadow of doubt in our minds it seems well to make a confession, and ask our old friend a question or two, before we give too heartily of our support and encouragement.

Doc, is it because the long handle of the contribution box does not reach you in the confines of your domicile, or is it because of the fact that there is not much of anything else broadcasted at that time, or again is it the musical program that attracts your devotion, and furnishes an incentive for your Monday morning discussion? We positively wish to give you the benefit of the doubt and do not wish to cast any reflection on your character, but if you will please enlighten us on the aforementioned points, it will certainly be appreciated.

Progress in Shingle Finishing at FB

It is interesting to note the progress made in shingle finishing at FBF. Back in 1916 our bundles were tied with rope. The edges of the bundles were protected by creased strips of fibre case board, eight of these being used to each bundle. The wrap was of kraft with the label bearing the name of the shingle and trade mark pasted thereon. This was a slow and cumbersome way of finishing and during this same year the strips we had been using were discarded in favor of the single sheet of board cut the exact size of the shingle and placed on the top and bottom of the bundle. These are the same boards that we use in tying our seconds today. The labels were pasted on the wraps by hand brush and kept several women busy. This substitution of boards for the strips speeded things up considerably, but in 1919 adapted shook wire tying machines were installed. In October, 1919, three of these were in operation and there were from six to eight men tying with ropes and wraps. On the tying machines we used as a protector piece a piece of fibre board creased to the size of the bundle and folded under to make a rounded edge a little wider than the package to prevent the wire cutting

the shingles. At this time the hand tyers were finishing from 28 to 33 per hour and the machine operators were doing from 33 to 43 bundles per hour.

Realizing the possibilities for development of speed in these machines, we ordered three more, making a total of six. We also contracted for reels of coppered wire which we used at that time. Development of individuals for rapid operating brought production up to 65, 75 and 90 per hour by January 1st—less than two months—and, on January 13th, 1920 (the year of the big snows) high water mark was reached for the machines by three men, one tying an average of 96, another 94, and the third 84 in an entire shift. Rope tying was done away with altogether, except in the case of seconds. Later these, too, were tied with wire. A new protective piece was adopted in 1921 using a thinner paper with the edge at the crease further protected by a kraft gummed strip and a string along the crease. This device has been patented and works out very well.

During 1922 we conducted a series of experiments with various tying devices and finally adopted a hand machine of light weight, which is the fastest we have yet found. In the last few months we used the first machines, one of our tyers set a mark of 830 bundles in eight hours; with our latest machine, one of our men set a pace of 118 per hour—very close to two bundles per minute.

From the old days of four years ago when only an aisle separated the skids loaded with untied shingles, they are now finished as fast as they come from the machines and none are left unfinished. These have truly been years of progress, and this with almost double the rate of production. On roll goods, as well as shingles, all our finishing is direct. Every roll as well as every bundle of shingles is ready for shipment. In former years rolls were piled on drainers and were finished by two teams of five each, working days only, and we were anywhere from 900 to 1200 behind. Now we use these teams one on each tour and are always finished with the machine—neat rolls with metal caps, instead of the plug and scrim or burlap heads; and the floor, formerly covered with unfinished rolls, is now used as storage for finished stock.

—C. J. Watson.

FLOOR COVERING

Frank Maguire confidently boasts that he has had that new and popular society disease, "The Forty Hour Flu."

An important theme of speculation just now is, "What kind of a new car will 'Whosis' blossom out in when the Spring breaks?" The Ford seems to be the general and common sense favorite.

A picked team from FFP—McColgan, Phillipps, Eckhardt, O'Leary, and Hamilton, recently won a 2 to 1 victory at bowling from a hand-picked FF team—Seldon, Swetka, Packard, Keefe and Wosner. The winners are crowing good and plenty and are anxious to take on any five men from anywhere. We understand that they have challenged the shipping department.

Gurney is a total wreck. He claims to have two broken ribs and a lung puncture. Sometime ago he joined the gym class at the Civic Association. The trouble seems to have been brought about when two more or less imponderable bodies simultaneously attempted to occupy the same space. Now Gurney is not exactly jelly. Neither is Roy Springer quite all bones, but it must have been a "hard" jolt that Gurney got. He hasn't quit working yet. He still goes to the gym. We think that he will recover.

By a commendable spirit of what John Seldon calls "absolute cooperation" the Rug Finishing Department is beating its record of speed again and again. The newest jump is from 224 9x6 rugs per hour to 257, 190 9x7½'s to 230 and 160 9x12's to 170 per hour.

A well known member of the Floor Covering organization has taken the agency for the egg department of a large chain store. He is now ready to receive orders for Easter.

Frank Clem, with his brother, carried off two of the prizes for skiing at the Norfolk Country Club winter carnival.

?

(Verily, the hairs on his head are numbered.)

A Questioning light gleams in his eyes,

A Questioning pause will follow his sighs,

A Questioning chin, a questioning nose,

A Questioning cut to his very clothes.

His ears, two question marks, stand out bold,

His mouth, as he smiles, two question marks hold;

And a great big question mark plainly seen

In the profile of his old bald "bean."

Now a man like this, you will often find

(And when you do, just make up your mind),

He's going to ask questions—all he can,

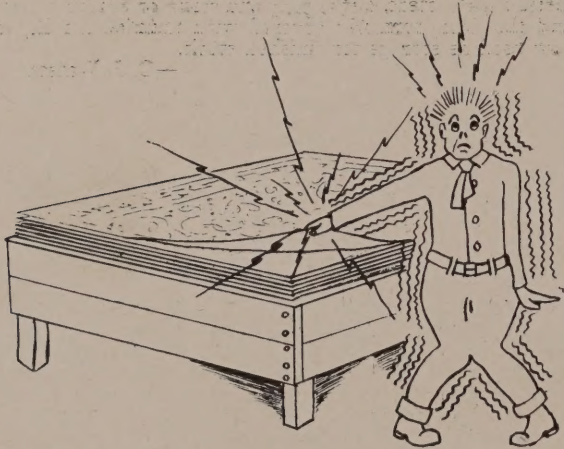
For, Friends, he's a question marked man.

—"Unanimous."

Mike Shergals is getting to be quite a speechmaker by the working out of the law that practice makes perfect. It is this way: When certain fellows get married, the gang gets busy and makes a little gift for the new home. Mike by reason of his wisdom and length of service is chosen to do the speechifying and everybody thoroughly enjoys what he has to say.

The most recent "victim" was Leo Bernier to whom Shergals presented a mirror and box of cigars. Leo responded with a felicitous little speech which he has been rehearsing, sometimes in our hearing, for apparently just this occasion.

Mike also made a speech congratulating S. B. Montgomery upon his recent marriage and speaking the esteem and best wishes of the FF organization. Mr. Montgomery responded at first personally, then expressing his appreciation of the evident spirit of cooperation which the foremen are showing, and going on to outline the proposed new buildings and the continued opportunity which our increasing business affords.



How "Static" sometimes affects the fellows in rug finishing. FFF

Sketched by W. J.

Antonio Antonelli says that he is *not* trying to buy out the Norwood Electric Light business.

Wherever one of our men goes the wise ones sing out "Meow!" There is a story to the effect that he recently ate a rabbit stew in which a Tom Cat figured. It is one of our pet sayings that rabbit is as good to eat as cat and that eels are as good as black snakes.

John Goodwin is driving a sporty Paige car.

DON'T CALL ME NAMES

A tall, strong man walked into a shop.

"I want to get a set of lady's furs," he said.

"What kind?" asked the male salesman.

"That brown set in the window will do if it's not too dear," replied the tall, strong man.

"Oh, you mean skunk?" said the salesman.

The salesman is still in the hospital.

MAIN OFFICE

Clifford Channel and Eric Harrison have left us to enter other lines—Channel to go into a Boston broker's office and Harrison to take up signal drafting with the N. Y., N. H. & H. R. R.

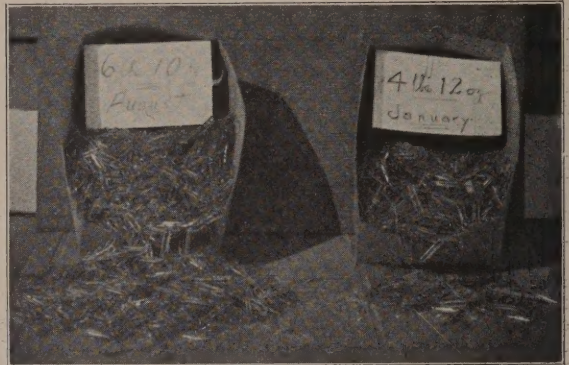
Bill Hale is the proud possessor of a new Chevrolet.

Mr. Bartlett has gone South to spend the month of March under Florida's sunny skies.

Margaret Brimmer is the latest member of the office force to become the recipient of best wishes since the recent announcement of her engagement. Walter Lambine, formerly of FFM, now in California, is the fortunate man.

We wish to express our sincere sympathy with Chester Andrews who recently lost his father.

The letters from Miss Willis continue to be encouraging. She says now that she hopes to be back by April 1st.



Monthly Waste of Paper Clips

In the October "Review" we published a picture and article for Mr. H. H. Miller, telling of 6 lbs. 10 ozs. of clips that were thrown away during the month of August and asking for more care in that direction. Mr. Miller is very glad to report that, for January, the amount picked from the floor was considerably less than in August—4 lbs. 12 ozs. We still think, however, that there is room for improvement.

The annual crop of colds and sore throats levied heavy toll in the various office departments for several weeks, but we are glad to note that nearly everybody is back on the job.

R. W. Westcott has moved to Chicago to become Western Sales Manager, succeeding F. J. Shannon, who will devote his time and attention to special work.

W. B. Rogers, Jr., will succeed R. W. Westcott as Eastern Sales Manager.

They say it pays to advertise, and, although nothing is advertised more than Winged Foot Rubber Heels, evidently this has not come to the attention of J. P. Dolan.

Apropos of the above—How many feet in a yard?

ALL TO THE GOOD

When the telephone operator has been helping one through a difficult toll connection and the conversation has been successfully concluded, it makes a favorable impression to call her up and say that you are much obliged for all her trouble—after having first ascertained that she is in condition to stand the shock.

EXTRA!—EXTRA!

(Picked up by Radio from Luxor)

It is rumored that when they opened up "Tut's" tomb, they found Neponset Floor Covering on the floor—Neponset Wall Board on the walls, behind which was Neponset Black Building Paper. The roof was of Neponset Built-Up material and Paroid itself was used to cover the mummies. No wonder everything was so well preserved.—*Chicago Mill News*

"WINDI-CITI-ITES"

Did we mention "Florida" weather in our last notes—well, forget it—we are now shivering in Hudson Bay breezes, following three inches of heavy wet snow.

We enjoyed a visit from Mr. P. R. Allen this week, his first visit here in over a year. The Mill welcomed him by running 3034 squares of Plain Slate Roofing in 10½ hours.

We got off a run of Paroid Roofing a week ago and it surely was a pretty sheet. We hope soon to be making all the Paroid sold in our territory—and why not?

We received a letter here a short time ago from a dealer in Wisconsin who had sold a roof of Paroid Heavy twenty-six (26) years ago and it was still "sheltering." Another case of Paroid, applied in 1901, on the station of the Chicago, St. Paul and Milwaukee Railroad at Kenosha, Wisconsin was still "on the job."

"Al" Jansen, our No. 1 Machine Tender, is laid up at his home with pneumonia and with several others out with colds, it leaves our force rather depleted.

"Bill" Mutch from the Hamilton Plant visited us over the past week end. He was impressed with the new Toledo Continuous Weighing Scale we are using.

"Joe" Miller is spending a short vacation with Mrs. Miller at Hot Springs.

The recent cold spell and snow has slowed up the outside work on the flux tanks, but as soon as the weather moderates they will be pushed to completion.

Specht and Gach are to line up for the finals in the office Checker Tournament, the winner to play the winner of the Mill for the Championship of the Plant. Manager Overholt has arranged for a prize for the Plant Winner.

CULLED FROM THE CHICAGO WEEKLY MILL AND OFFICE NEWS

(Our old friend Bill Wilson certainly does get some pithy notes in each issue of the *Chicago Weekly News*. Here are some of his latest.)

"Some men would recognize Opportunity a whole lot quicker if she came down the street wearing short skirts and canary colored hose."

The hours of work in this plant are liberal and must be lived up to. There has been a recent tendency on the part of some to disregard them, perhaps unthinkingly. Starting work in the Mill at 7.00 a. m. does not mean 7.05, 7.10 or 7.15. You should be at your place and on the job at 7 o'clock ready to work, when the whistle blows. And again 8.00 in the office does not mean 8.15. Promptness in starting work at the end of the noon hour is just as essential. Put a little snap into these starts, it's good business for you as well as for the company.

Again it isn't necessary to make ten or fifteen minute preparations for departure.

We haven't any slackers in this organization—nor do we want any. It is necessary, however, to remind those who every once in a while forget. We want the cooperation of every one on this important matter.

"Man-Afraid-Of-Nothing" was the name of an Indian who one week after his marriage to a white woman petitioned his tribe to have his name changed, according to the *Boston Transcript*.



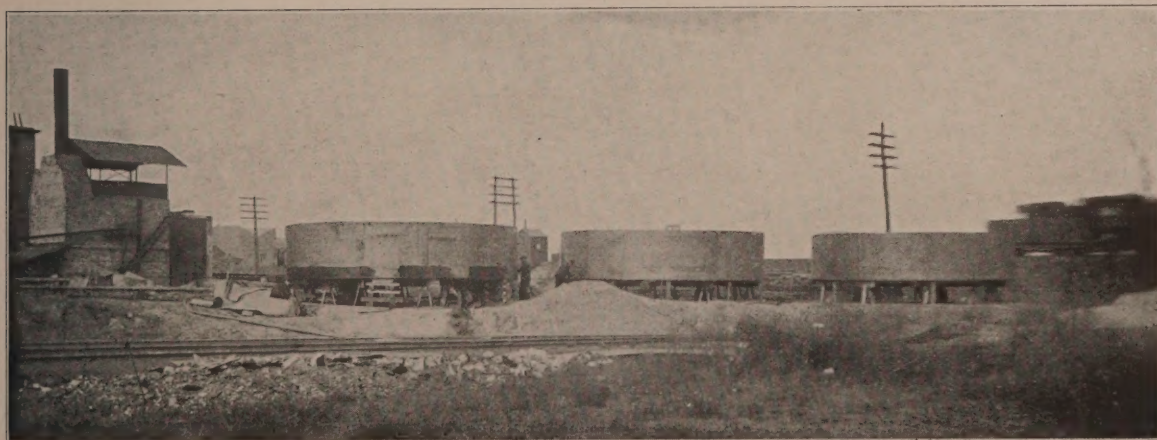
The "Neponset" Home of Mr. H. C. Prinzler, Indianapolis

Lined throughout with Neponset Black, Roofed with Neponset Twins and Black Building; Billiard Room in basement finished in Neponset and American Wall Board.

"Never tell a man what you would do if you were in his place, for he might tell you what he would do were he in your place. Then there would be two liars."

"Success brings poise" writes the wise guy, but with some it brings avoirdupois.

One reason pool rooms and movies are so well patronized is that there is a whole race of people growing up in America who have no conception of what Home is. Home to them is just the sleeping place the old man gets gouged for once a month.



Our Three Flux Tanks in Process of Construction

VETERANS' ROLL OF HONOR

Hereafter in each issue of the Review we propose to publish names of all veterans of over 25 years' service and also those of us whose 5th, 10th, 15th and 20th anniversaries come during the month.

This month we are going back to include January and February anniversaries, as well as those falling in March.

Thomas P. Maguire	February 3, 1880	43 years
Aaron Rhoades	March 9, 1887	36 years
George R. Wyman	March 17, 1887	36 years
Rose Friary	February 1, 1888	35 years
Carl Schaier	February 6, 1890	33 years
James H. Kivlin	March 20, 1892	31 years
Georgie Brennan	February 10, 1893	30 years
Dan A. Jones	March 4, 1897	26 years
Manuel Jensen	March 11, 1898	25 years
John Davis	February 5, 1903	20 years
John S. Mattson	March 4, 1908	15 years
W. Daukiewicz	February 28, 1913	10 years
Sigrid Relander	January 2, 1918	5 years
W. E. Hale	January 15, 1918	5 years
Joseph Donovan	January 15, 1918	5 years
D. A. Chase	February 12, 1918	5 years
C. D. Rafuse	February 12, 1918	5 years
M. E. Cavanaugh	February 12, 1918	5 years
George Eisner	February 25, 1918	5 years
E. E. Gillis	February 25, 1918	5 years
James Wall	February 27, 1918	5 years
Ben Yankarkas	February 28, 1918	5 years
H. M. Johnson	March 4, 1918	5 years
A. F. Hodgdon	March 5, 1918	5 years
Hope Spiers	March 6, 1918	5 years
Konstanti Bartkus	March 14, 1918	5 years
Helen Goldberg	March 22, 1918	5 years

WE WANT OLD PHOTOGRAPHS

Dig around home, Old Timers, and get out some of your old photographs taken years ago. At the last Old Timers Banquet we heard about the old barn, the old boiler house and other historical places. Dig into the old closet and see what you can find.

All photos will be returned unharmed. Just bring 'em or send 'em to Ben Rogers.

Thanks.

DO YOU REMEMBER?

When there was a little common with a flag pole in the center where the railroad now stands?

When the Reeves-house stood about where No. 1 Sorting Room now is?

When the Reeves-house was moved to Lenox Street, Norwood? (It is still there and occupied.)

When Mr. F. W. Bird was taking flash boards from dam and his watch dropped from his pocket into the pond?

When the diver came from Boston to recover the watch?

When the tight rope walker performed in front of the office?

When, in order to be a "regular fellow," it was necessary to swim from the dam to the island and back?

When Andy Urquhart and Bill Grant were the mill-wrights and trouble hunters in the mill?

When suit cases and lunch boxes were manufactured in our Box Factory?

When it was a common sight to see horse-trotting on the pond, as well as hundreds of skaters each afternoon and evening?

When one of the bleach boilers was brought out from Boston on a dray drawn by eight or ten horses?

When a spring, known as "Reeve's spring," was located approximately where No. 5 Allen pump is now?

When all the water for No. 3 Machine was filtered at a

Filter House—the present location of C and D Engine Rooms?

When we had a Village Improvement Society here? Mr. E. H. Bartlett does and sends us a post card with an appeal for membership:

"We earnestly solicit your aid as a member of the E. W. V. I. Society, believing that your cooperation with us will greatly help to keep up and carry out the many improvements needed in our village. The fee is 25 cents per year, and should be paid at once for 1899 to Mr. J. F. Freese at Post Office, who will receipt for same in behalf of the Society."

East Walpole Village Improvement Society.

When the first Chinese Laundry was established in 1898? Mr. Bartlett sends in the following letter which he received at the time arrangements were made:

24 Harrison Ave.,
Boston, Mass.,
June 3rd, 1898.

Mr. E. H. Bartlett.

Dear Sir

I was meet you in North wood some times ago you are so kind to ask me would find one of our countryman to open laundry there you say well get place with out to pay rent until they try how the business going on befor they wand rent if do let me haer from you I well send one of my cousion call and see you soon as I hear from you I am very much oblige your kindness

Yours Truly

Y. S. Wong.

SUGGESTIONS

The following suggestions were accepted during February, and the standard prize of \$5.00 awarded for each:

Protection for Cor- ners of Posts in FXXF	Leroy A. Fullerton, FXXF
Paint Measuring Scale on Ductor Frame Stand, FF	Stuart A. Nickerson, FFN
Machine.....	
Cover FBPM1 Flat Irons.....	Stanley B. Allen, FBP
Improvement on Safety Stop, FX1 Crane.....	John Broadley, EMM
Clutch Appliance, FBPM1 Dry Rack Section.....	James Surette, FBP
Extend Shafts for Extra Sprockets on FBPM7 Cooling Rack.....	Frank Sego, FBP
Elbow to Strengthen Corners of Live Skids at FBV.....	Frederick Fuller, FBV
Method to Prevent Wax Collecting on Rug Border Waxer Roll, FFD.....	Patsy Sansone, FFD

After all

There are only three things
That are really worth while:
To be good,
To do good,
And always to smile.

PHILLIPSDALE

At the present time there are a number of our employees out of work on account of illness and many more at work that are not feeling well. Let us hope that we all will be feeling entirely well in a short time.

Walter Gill, one of our paper makers, has been out of work all winter on account of illness, but, at the present time, he is feeling much better and we hope that he will be back with us again in a short time.



The Rag Pile—As We Wish It Were

Frank Dansereau, of DPM, has also been on the sick list most of the winter, and although he is not well at the present time, he is feeling much better. We hope Frank will be well in a short time.

In Distress

Mr. Henderson. Nursing a cold.
Mr. Salisbury. Doing the same.
Mr. Pettengill. You have nothing on me.
Mr. Hawley. No, nor on me.
Bill Banks. Still sucking S-B cough drops.
Miss Maguire. Waving the flag of distress.
But all cheer up, the good old spring-time will soon be here.

WEDDING ANNIVERSARY

On Thursday evening, February 15th, Mr. and Mrs. Dan Henderson were pleasantly surprised at their home on Bourne Avenue by a number of their friends, the occasion being the forty-second anniversary of their marriage.

Miss Mary E. Murphy, on behalf of the company, presented Mrs. Henderson with forty-two carnations.

The surprised and happy couple received many other gifts.

After games and many pleasantries had been enjoyed, the company sat down to a sumptuous repast. The table was prettily decorated in pink and white.

On the same day, Miss Margaret Henderson received a parcel post shower from her former associates at the Lewis Manufacturing Co. Miss Henderson is to be an Easter bride.

THINKLETS—NO. 2

Last month one of the Review's leading organists contributed a very inspiring article "Together" in which he brought out how the modern orchestra worked together, how each one was faithfully doing his part, and then compared it to our own organization. Watch for this series month to month.

In this issue he tells us

WHAT THE BASS VIOL SAID:

(Try this on your tympanum.)

Zoom Ah! Boom Ah! Zoom Ah! Boom Ah!
Zur, Zoom Boom! Zur Zoom Boom!
Zur! Zur! Zur! Boom Ah! Boom Ah!
Zum! Zum! Zum!

These are the actual words, hoarse, raucous and resounding, that the big instrument spoke to me as I sat *watching* the orchestra and I said, "What a wholly unnecessary *noise* that is." As compared to the ethereal tones of the violins, the truly melodic notes of the clarinets, the soul-searching strains of the violon cello, even the rattle and clatter and bang of the drums and their tempo-keeping collection of collateral instruments, it seemed that the big bass viol was not even making *music*.

So I was thinking when suddenly the taut bow broke, every strand parted at once, and the music went *lamely* on *without* the *help* of the viol, until a new bow could be procured from those mysterious depths under the stage.

Then came the thought that this big, coarse fellow *was* necessary, that he sustained, held up the lighter, finer, more attenuated instruments and that his place was a place of honor on a par with any other.

And again the obvious application comes home (does it not) to the fellows who do the dirty and so-called menial work. If they do this work well with what coarse instruments come to their hands, they should not be without honor in their own and others' estimation, the honor that is due to a *basic* and a *necessary* function, of sustenance in industry and business.

(Next month, the Solo.)

H. E. R.

GIRL SCOUTS

The Holly Troop entertained the Thistle Troop at a Valentine Party on Saturday evening, March 10th. Games appropriate to the season were played and thoroughly enjoyed by all. The refreshments were strawberry ice cream and cup cakes adorned with small pink candy hearts. A large pink Valentine Box was opened and found to be full of valentines for all. Scout Arabelle Bridgman acted as Postmistress. Favors were then distributed and the party was over.

This was the first occasion on which the two troops have met together, but all are sincere in saying that it will not be the last.

One of the requirements on the First Class Test is the presentation of a Tenderfoot Scout trained by the Scout taking the test. The members of the Holly Troop have had a wonderful opportunity for this work in the Thistle Troop. The work is coming on nicely and it is expected that there will soon be several new Tenderfoot Scouts.

Scout Catherine Geary of the Oak Troop of Walpole has joined the Holly Troop, as she is now a resident of East Walpole.

Miss Evelyn Rognes, who has recently moved to East Walpole, expects soon to join Holly Troop. She attended a meeting as a guest recently.

Several of the Scouts celebrated Washington's Birthday by going on a three-mile snowshoe and ski hike under the guidance of Captain Smith.

BIRD CLUB ENTERTAINMENT

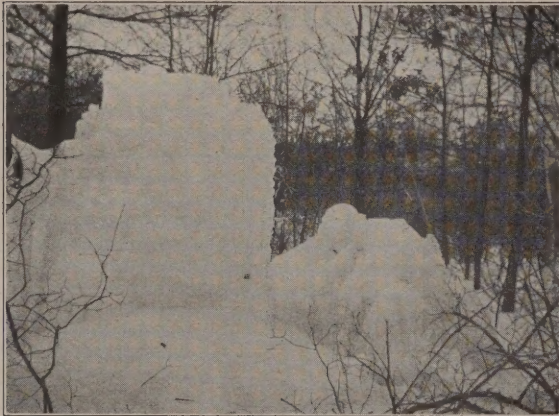
It was the unanimous opinion of those present that the meeting of February 28th was one of the most successful ever held at the Club House.

The supper, which was served to approximately 60, was of the highest order.

Col. W. M. Whitman of South Walpole gave a very interesting history of his regiment during the entire late war. He related incidents which were intensely inspiring and also recalled many amusing incidents that occurred during the war.

Our radio experts, C. W. Conrad and J. A. Sheehan, were also on the job with a wonderful new hook-up, which was a loud speaker, and entertained the crowd with interesting programs from different parts of the country.

Another very important part of the program was the playing of the orchestra made up of the following Bird &



A Land Going Iceberg

Remarkable Ice Formation at Bird Club Tennis Courts

Son men: Patrick Rogers, violinist; Herbert Schailer, violinist; S. F. Martin, pianist; W. Freeman, saxophone; K. Rouillard, saxophone. The quality of the music that this orchestra gave us certainly demonstrated that there is no need of the Bird Club ever to have to look outside for talent when it comes to entertainment.

On February 13th, as advertised in the last *Review*, the Old Plantation Players were at Bird Hall and showed before a capacity house. Every seat was taken and many people had to be turned away.

The Entertainment Committee regretted very much the fact that this entertainment was not up to expectations nor up to the usual Bird Club standard, as they were expected to be. One point of their advertisement, however, was lived up to in the fact that they were black.

HUMANIZING AN INDUSTRY?

In a recent issue of the Paper Trade Journal there appeared an advertisement, signed by eighteen of the large boxboard manufacturers, entitled "Eliminating Sunday Work, Humanizing an Industry."

The advertisement went on to state that for many years the boxboard industry has been operated on a basis of two shifts of 11 and 13 hours, which also included Sunday work. After a careful and extensive investigation of the effect of long work shifts, and work weeks without at least one day of rest, the boxboard manufacturers announce that they will revamp their working schedules to provide a day's rest each week for every employee, and to shorten the shifts, if and when such adjustment can be made.

Bird & Son had nothing to do with the advertisement that appeared, and, while we are not exclusively boxboard manufacturers, we are of sufficient size to be considered a part of the industry.

The fact that it has been the rule with boxboard mills to run the two long shifts of 11 and 13 hours, or of 12 hours each, prompts us to claim some of the honors for humanizing the industry for Bird & Son. Without knowing the

facts, the advertisement would lead one to believe that these companies were suddenly creating a new scheme for operating paper mills.

In 1902, over twenty years ago, Bird & Son adopted the 3-tour basis of 8 hours each in place of the 2-tour basis of 12 hours. Since that time the plan has been fairly generally accepted by most paper mills throughout the country. *That change was a humanizing agency in the industry.*

One might be lead to believe that the hours in the boxboard industry were the same as in the iron and steel industry, that is, 7 days of 12 hours or 84 hours a week. But, so far as the writer can learn, no such condition ever existed in Bird & Son's plants.

We do not feel that to employ men on a 12-hour tour, or two shift basis, 7 days, 6 days, or even 5 days, is humanizing. We feel that a 48-hour week in a continuously running industry, 6 days of 8 hours each, is far more humanizing than a 60 or 72 hour week as suggested by the advertisement. Furthermore, we believe that a paper mill, very costly in proportion to dollar output, should run full time, that is 6 days a week, in order to get a reasonable return on investments.

BIRD & SON, inc., Labor Bureau.

B. D. Rogers.

!!WANTED!!

Suggestions as to how the Bird & Son, inc. Twilight League should be run this year to assure a successful season.

Last year the Main Mill and Office had good teams and enjoyed a good season between themselves. With the number of young men and old timers in both the East Walpole and Norwood plants, we should have more than two teams in the league—more than two teams that will hold together through the whole season.

If you are interested in baseball, please give the League some thought and send your suggestions as to how it should be run to A. W. Smith, GT.

Here are some things to think about:—

How many teams should be in the League?

What department should make up the different teams?

How many games should be played each week?

What time should games be started?

There will be a meeting in the Brigade Room early in April to act on the suggestions sent in. Each one will be given careful consideration.

Here is your opportunity to help in the organization of the best League Bird & Son, inc. ever had.

—A. W. S.

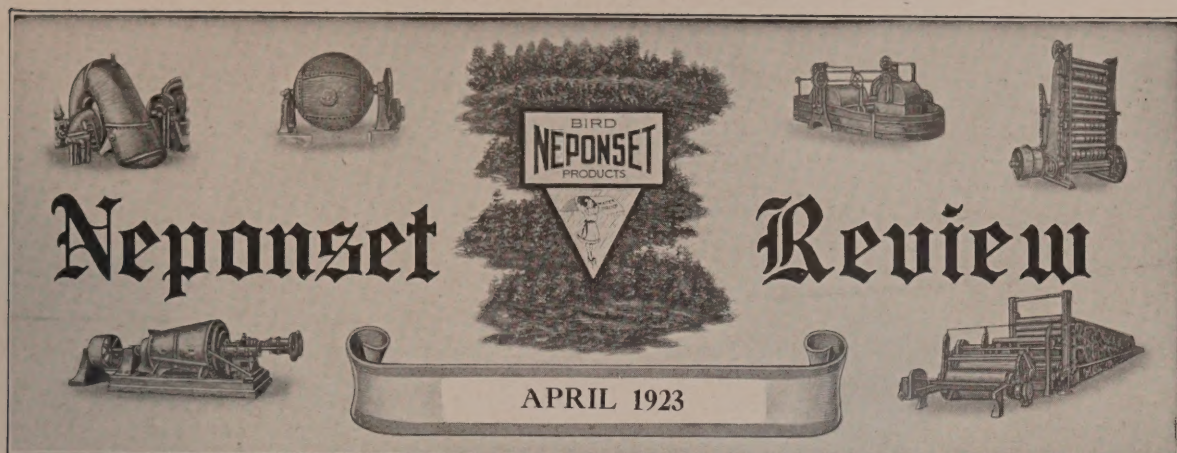
Bird Club Entertainment

Bird Hall, East Walpole

Tuesday Evening, March 13, 1923

8 o'clock

- 1 MISS BREWER—Musician Extraordinary—playing Saxophone, Clarinet and Banjo.
- 2 TIMMINS DUO—Piano Sketches and Songs—Mr. Timmins is always a favorite and is an artist of rare ability at the piano.
- 3 THE MURRAY KIDS—A lively pair who pack a lot of fun and pep into their number.
- 4 LANERGAN—Comedian, Monologist.



VOL XII

NO. IV

THE NORWOOD HOSPITAL

ANNUAL DRIVE

\$12,000

APRIL 16 TO 28



WHY THE HOSPITAL NEEDS MONEY

In considering the problem of management at the Norwood Hospital the first fact to bear in mind is that it is a public institution. If it were a private hospital, its rates for service could be based upon the possibility of profit. As a public hospital, its rates are based on *what the people who use it can afford to pay*. In other words, the problem is not how much money can be made;

but rather, how much good can be done with our hospital service.

Norwood Hospital must be ready to render service, and in fact does render service to many people who cannot afford to pay. Some do not pay anything, others pay a little, but not the regular rates.

In operating the hospital on the basis of public good there is bound to be a financial deficit each

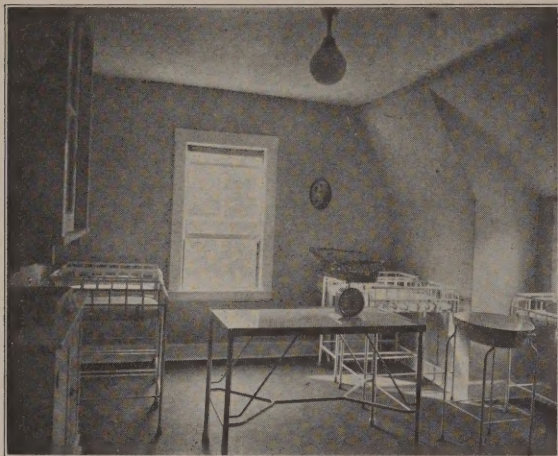
year. With the present plant and staff this deficit is approximately ten thousand dollars. Such a deficit is necessary unless the rates are to be increased to a point where hospital service, now so easily available to every one, becomes prohibitive to the larger part of our public. Any attempt to make the hospital pay its way would defeat the very purpose for which it exists. As a matter of business we try to collect the regular rate from every one who is treated, but no one is turned away because he is unable to pay.

Most hospitals of similar size have some income from endowment. Norwood Hospital is yet young, and although a start has been made, we

not allow for emergencies and extra demands which are likely to arise at any time.

Something like one-quarter of all the patients who used the Norwood Hospital are people from Walpole. The Walpole members of the Board of Trustees therefore feel that Walpole should raise one-quarter of the money needed to carry on the Hospital. Last year Walpole raised something over \$3,000, and this year the Walpole Committee will try to raise the same amount. Subscriptions will be asked from individuals, from societies, and from the various local industries. The amount wanted should come easily if all work together.

When your turn comes be sure to do your part.



The Nursery—Norwood Hospital

have not been able to acquire any sizable fund. It is therefore necessary each year to appeal to public-spirited and charitably inclined citizens to subscribe money to make good the necessary operating deficit.

This money comes from three main sources: corporate membership; employers and employees in the local industries; miscellaneous subscriptions secured from house-to-house canvass, lodges and societies; and the work of the Woman's Hospital Aid Society.

The operating deficit of the Hospital was last year just slightly over \$10,000, and it is estimated that the deficit for 1923 will be about the same. The Committee believes that we therefore should raise for this year a minimum of \$12,000, and proposes that any balance over the actual operating deficit shall be put into a building fund.

There have been times during the past winter when the hospital has been overcrowded. There is normal space allowance for thirty-one adult beds. On several occasions as many as seventeen additional cots have been set up for emergency use, making a total of forty-eight adults under care. There is real danger in such a condition and the trustees are considering ways and means of solving the problem so that there will be no question of our ability to meet every need for hospital service. There should be at least fifty beds, and even such a number would

HEALTH NOTES

How About Your Weight?

A little overweight in youth and underweight in middle and later life will cheat the grim archer out of some years, it seems. Insurance statistics are throwing light on this matter, we are told by the *Statistical Bulletin* of the Metropolitan Life Insurance Company (New York). It is generally recognized, says this paper, that the weight of the human body in relation to its height plays a part in determining the health and longevity of the individual. It is only recently, however, that the long experience of the insurance companies has made possible the crystallization of this impression into a series of definite propositions. It continues:

"We know now, for example, that overweight is a serious impairment among insured lives, the gravity increasing with the excess in weight over the average for the height and age. But even this statement has its exceptions because, at the younger ages, a limited amount of overweight is apparently an advantage. Such persons have uniformly a lower death rate from tuberculosis. It is after age 35 that overweight, even in relatively small amounts, begins to be dangerous. The seriousness increases with advancing age and with the amount of overweight.

"Among short men, that is, those below five feet seven inches in height, at the age period 40 to 44 years, an excess of 20 per cent in weight involves an added mortality of 30 per cent above the normal. Among tall men, that is, those over five feet ten inches in height, the adverse situation is even more marked. For, among them, at ages 40 to 44, a 20 per cent excess in weight carries a 40 per cent increase in mortality, and a 40 per cent excess in weight doubles the mortality.

"On the other hand, underweight, which is common enough, presents a different picture. In general, underweight is an advantage, provided, of course, the proportion is not too great. It is a serious impairment in early adult life, especially among taller men. Those who are over five feet ten inches, and who are 20 per cent below the average weight for their height, show an increased mortality of 30 per cent. Those having 30 per cent underweight have a 50 per cent excess mortality at these early ages. But, from age 40 onward, there are apparently no such penalties for underweight and this condition, in fact, becomes a distinct advantage; for these are the people who have the best mortality rates.

"The important lesson taught by these propositions is that the average build is not the best build. Those who weigh between 10 and 20 per cent below the average show the optimum condition of longevity at the most of the ages after early adult life. We can all recall from our personal observation that the large majority of our friends who have reached a ripe old age are of slight build. Large persons more often succumb at an earlier age to the diseases of the heart or kidneys, to pneumonia, and to disorders which reflect the worn-out machinery of the body. To discover the reason for this is the problem of the physiologist.

BOX SHOPS RETAIN SAFETY BANNER

Only 9 Lost Time Accidents during February Best Record Since Last July

Dept.	Standing			
	No. Emp.	Accidents	Days Lost	Standing
FX	222	1	5	.976
ER	153	1	3	.972
FF	209	2	6	.959
FB	270	2	15	.950
DM	265	3	32	.905

February on the whole was the best safety month that we have had for some time. There were no serious accidents during the month, and none of the departments fell below .900 in standing. In fact, all but DM were .950 or over. Four of the accidents for February were strains caused by slipping, or lifting bales.

The Box Shops lost a perfect record when Saverio DeChellis strained himself badly in trying to hold back two trucks that started to slide on the ice.

EM & ER also spoiled a perfect record by an accident when Andrew O'Malley jammed his hand against a column in the Boiler Room while breaking out clinkers.

FF had two minor accidents with only 6 days lost time. David Doyle, FFV, bruised his hand against the wall when a truck tipped over, losing 3 days. Ansel Culver, FFP, while turning a



Three Safety Boosters at Main Mill
George Wallace, Andy Urquhart and Jack Maitland

block frame over, let it slip from his hand and it struck him on the knee causing a loss of 3 days.

FB also had 2 accidents. James Belcher, FBPM, fell from the surfacing cooler and jammed his left hand and injured his wrist. Salvatore Del Signore, FBT, bruised his side in jumping out of the way of a falling hopper on the new slate handling system.

DM had three accidents with 32 days lost time. Two of these were strains from lifting bales of stock—one in DMC, and one in DMH. Dennis Lowney slipped on the wet floor and sprained his right wrist, losing 4 days.

—Safety Committee.

Walpole Home Building Column

COAL!

Shop early—is applied to the purchase of your Christmas presents and it may well be applied when considering your next winter's fuel supply.

The present prices for mining hard coal continue in force until next September and at that season of the year we do not usually expect a reduction in the price of coal.

Those few of our customers who put in a winter's coal supply in the early spring of 1922 have been congratulating themselves the past winter on the quality, quantity and cost of their fuel supply.

It will take some time to recover from the past winter's shortage and get back to a normal supply in the stores of the retail dealer.

You will make no mistake by ordering your next winter's supply of coal now and having it put in during the spring and summer.

We are now taking orders for future delivery and shall put the coal in at the lowest price possible consistent with good quality.

Walpole Home Building Co., Inc.

HOMES

Springtime is the right season to start your new home.

Don't go on and pay rent another year.

If you own a lot start your cellar this year. If you don't already own a lot make a beginning by buying a lot this year.

If you have not sufficient courage to build, buy a house that is already built. Make some beginning toward a home this year. You will be helping the community some by doing so, but most of all you will help yourself and family by saving and adding much to the comforts of living.

The Walpole Home Building Company will be glad to help anyone who is at all interested in a home.

We help in the following ways:

Sell you a house lot.

Sell you a house on easy terms.

Help you select plans for a new house.

Help you finance the building of your house.

Help you to arrange a loan if you wish to buy a home.

Or help in any way that we can to make it possible for you to secure a home.

Call at the office of The Walpole Home Building Company and tell us your needs.

SALE

The Walpole Home Building Co., Inc., have sold to the Catholic Church a lot of land on the corner of Washington Street and Rhodes Avenue in East Walpole. The lot has a frontage of 80 feet on Washington Street and a depth of 150 feet on Rhodes Avenue. It is reported that work will be started in the very near future on the work of erecting a church on the lot.

SHALL WE INCREASE SICK BENEFITS?

Important Notice to Members of Mutual Benefit Association

At the last annual meeting the matter of increasing sick or death benefits, or both, was brought up and it was voted that the matter be referred to the Executive Board to investigate and report at a later meeting.

The Executive Board has made considerable study on this, as well as made inquiries of several members, and find that everyone is interested in an increase in the benefits.

Of course, an increase in benefits cannot be made without an increase in the dues. As stated at the annual meeting of the association, Bird & Son would approve of the action and they have signified their willingness to increase their contribution on an equal basis with the membership.

At the present time, under our constitution, our membership is divided into four classes. Class A, persons whose weekly salary is at the rate of \$9.00 and under, pay 30c monthly, and in case of sickness receive \$7.00 per week. Class B, persons whose weekly salary is from \$9.00 to \$12.00 per week, pay 40c monthly and receive \$8.00 per week in case of sickness. Class C, persons whose salary is from \$12.00 to \$15.00, pay 50c a month and draw \$9.00 sick benefit. Class D, persons whose weekly salary is over \$15.00, pay 60c a month and receive \$10.00 a week in case of sickness.

This classification of membership was drawn up nearly 15 years ago and is obviously out of date. To-day practically 100 per cent of our membership is in Class D, which, as stated, pays 60c per month and receives a benefit of \$10.00 a week. In addition to the sick benefits paid, all members are insured to the amount of \$200.00 in a group, life insurance policy.

In order to bring out discussion that may lead to further suggestions, the Executive Committee has worked out a tentative plan which is as follows:—

Have all members divided into two classes, namely:—

Class A—persons whose weekly salary is \$15.00 and under, who shall receive \$9.00 per week sickness benefit; dues seventy cents per month.

Class B—persons whose weekly salary is over \$15.00, who shall receive \$12.00 per week sickness benefit; dues eighty cents per month.

Members of both classes to receive life insurance according to the following schedule:—

Membership

If a member less than one year	\$ 200.00
If a member more than 1 year and less than 2 years	400.00
If a member more than 2 years and less than 3 years	600.00
If a member more than 3 years and less than 4 years	800.00
If a member more than 4 years	1000.00

On the basis outlined, the membership is reduced to two classes and both the sickness benefit and the amount of life insurance is materially increased, with an approximate increase of 30 per cent on dues. With our present membership the average amount of insurance per member will be around \$637.00 with an average cost of about \$4.10.

Summarizing the plan as outlined above, with benefits and physician's services based on past experience, the plan appears as follows:—

	CLASS A	CLASS B
	\$9.00 per week	\$12.00 per week
	Estimated Annual Expenditure per Person	Estimated Annual Expenditure per Person
Sickness Benefits		
(maximum 26 weeks)	\$ 7.68	\$10.26
Physician.....	4.00	4.00
Life Insurance	4.10	4.10
	\$15.78	\$18.36
One-half contributed		
by employee.....	7.89	9.18
Monthly dues.....	.70	.80

As stated above, the Executive Committee has submitted this plan to members for their study and consideration and earnestly requests any members having any comments or suggestions to send them in. If any change is made, we want to be sure that it is the right one and one that the members of the Association desire. Address your comments on the above plan, or any other ideas that you may have for the good of the Association, to the secretary, D. J. Cullinane, Dept. EMP.

THE LABOR WE SAVE

A man with a speculative turn of mind asks: "What becomes of the labor we save in labor-saving devices?"

What does become of it? It is translated into money and time. The introduction of labor-saving machinery enables vastly more goods to be produced by the same number of workers. The employer receives more money for his output; he reaps an extra profit; and, either voluntarily or perforce, he shares the extra profit with his workers. Gradual introduction of labor-saving machinery throughout the industry leads eventually to a shortening of the working day. Thus the labor saved is translated into leisure for the workers, as well as more money.

Machinery (plus humane laws) has cut the working day in mills and factories from sixteen hours to approximately half that number. Machinery has lifted our average standards of living. Machinery has made the luxuries of yesterday the comforts and commonplaces of to-day.

But in order to have machinery, there must be trained intellects toiling over problems of invention. There must be schools and colleges to educate men in science and its application to industry. And there must be capital to invest in the machinery; capital that is obtained from those who have it and are willing to let it be used at a fair rental.

Machinery increases production, leisure, wages, and capital makes machinery possible. There is no inherent economic evil in either machinery or capital. They add to the opportunities for human happiness. The only drawback is in human nature itself—either in avariciousness or in failure to utilize idle hours to proper advantage.

SUGGESTIONS

There has been a gratifying advance in the number of suggestions that have been submitted this year over those submitted last year. For example, at the first three meetings held this year, 141 suggestions were considered; at the first three meetings last year, 95 suggestions were considered. To be sure, a certain percentage of these suggestions have been held over for consideration, but the figures given show very well what the increase has been.



Austin MacAloney

The Floor Covering plant is pretty chesty these days, and the bunch from the Rug Border Department is about the proudest lot in the mill, for Austin MacAloney print machine tender, walked off with the first prize of \$100.00 for six accepted suggestions in the yearly Suggestion Contest. He has a double cause for rejoicing right now, since the stork presented him with an eight pound son recently.

At the meeting held on March 7, 50 suggestions were considered, 14 of which had been held over from preceding meetings. Of these 50, 14 were accepted, 26 were not accepted and 10 were held over for further investigation.

It was not until the March 7 meeting that the Committee was able to take up the question of the Grand Prize for 1922, on account of this very point of holding over suggestions for further investigation. At this time, however, all suggestions entered by those who were in line for the Grand Prizes were disposed of, and awards could be made.



Stuart Nickerson

The Suggestion Contest was a very close race this year with but one suggestion separating the winners of the first, second and third prizes. Stuart Nickerson, of the Undercoat Department, came in second with five accepted suggestions and is ready to go on record as to the tangible value of "thinking on the job".

The first prize of \$100 was awarded to Austin MacAloney, FFD, for six accepted suggestions; the second prize of \$50 was awarded to Stuart Nickerson, FFN, for five accepted suggestions. For third prize of \$25, William Letts, FBQ, and Patsy Sansone, FFD, were tied, each having four accepted suggestions. As this number was so near the numbers winning the other prizes, it was agreed that a prize of \$25 should be given to both Mr. Letts and Mr. Sansone.

The following suggestions were accepted during March and the standard prize of \$5.00 awarded for each:

Change design of ventilator covers at bottom of all hangers..... Stuart A. Nickerson, FFN
Change shelves, inspection table, FBPM1..... Thomas A. Smith, FBP



Patsy Sansone

And here's Patsy Sansone, of the Rug Border, who shared third prize with Wm. Letts. An announcement of the yearly suggestion awards without Sansone's name would not seem quite natural. For several years now he has been a major prize winner and declares his intention of keeping the Floor Covering to the fore in the future.

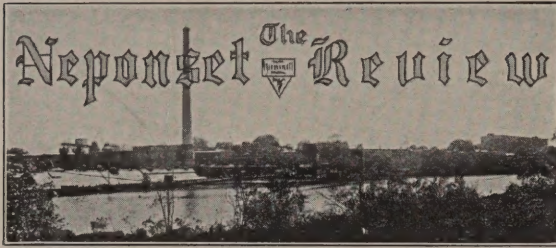
Mercury still thermometers for FBQ Milton Beasley, FBQ
Use rolls instead of sticks in rug border hangers..... Austin MacAloney, FFD
Better arrangement of light for inspection, FFD print machine..... Austin MacAloney, FFD



William Letts

Just to keep the Floor Covering plant from carrying off all the honors, William Letts, stillman at the Building & Roofing plant, captured one of the third prizes of \$25.00 for four accepted suggestions.

Improved bring up tag S. E. Whitman, CE
Guard for buzz planer Frederick Fuller, FBM
Install stairway between FX1 shipping platform and SF2 shed (foreman —no award) Otto J. Ross, DVF
Improvement to iron plate on shingle tying stands..... Charles H. Seavey, FBF
Install guides on ductor blades, FBPM1 James A. Surette, FBP
Raise idler roll over FBPM1 arbor.... Charles H. Seavey, FBF
Cleats for FBV shipping plates..... John Hurley, FBV
Install carrying device on pull rolls.. John Mattson, FBM
Move angle iron frame that holds idler roll over arbor, FBPM1 John Bonapane, FBF



Vol. XI.

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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

The true test of civilization is, not the census, nor the size of cities, nor the crops, but the kind of man that the country turns out. — Emerson.

THE INDIVIDUAL'S PART IN CIVIC UPKEEP

"I like to see a man proud of the place in which he lives. I like to see a man live so that his place will be proud of him. Be honest, but hate no one; overturn a man's wrongdoing, but do not overturn him unless it must be done in overturning the wrong. Stand with anybody that stands right. Stand with him while he is right and part with him when he goes wrong."

—Abraham Lincoln.

In the course of a conversation the other day regarding physical conditions about the community a well-known citizen gave voice to a truism, which deserves to be repeated. It is to the effect that the residents of any community cannot have satisfactory conditions in their city or village unless every householder and citizen does his or her share, and lends his or her co-operation to the officials who are temporarily placed in charge of the affairs of the town. In other words, the residents of our own community cannot expect the best conditions if we

ourselves are lax, or if we contribute wilfully, or otherwise, toward building up hindrances to right conditions. It is granted at the outset that the physical conditions in and of themselves may not be of the best; but they may be of the best that the town is able to furnish. Being the best that can be furnished at this time, it is the moral, as well as civic, responsibility on the part of every resident to contribute toward keeping these conditions as nearly right as it is possible to do.

Everybody is able to contribute something to the physical betterment of the community, if it be nothing more than the best upkeep of one's own premises. Many can contribute more by seeing to it that the impairment of public services, that the unkempt appearance of the community, that the mounting expenses of public maintenance is in no way contributed to by their own deliberate action or by their carelessness. Many of the complaints that come to the attention of the authorities are from the very persons who are responsible for the upkeep of conditions, or from people affected by the shiftlessness of others. Then the public officials are blamed for not keeping conditions in A No. 1 condition all the time.

Manifestly it is impossible to keep any neighborhood community clean and bright unless every resident does his small part toward that end. Go into a community where the individuals take pride in keeping up their own premises and see what a generally satisfactory condition seems to exist; go into another community where individual shiftlessness reigns, where papers and rubbish are thrown into streets or alley ways, where shade trees and shrubs are mutilated, where buildings and grounds are not kept up, and see what a miserable looking and repulsive place it is. Then make your decision to do your little part in making conditions right. Those right conditions cannot be attained without complete co-operation on the part of the residents.

—B. D. Rogers.

WARREN ELLIS SUMNER

Warren E. Sumner, known by nearly every man and woman in our organization as chief chemist for the past twenty years, has gone away into the great silence. It leaves a lonesome place when a cherished friend and fellow-worker of so many years of service does not come back to his post of duty any more.

Each of us some morning, when the sun comes smiling up the sky, will lie white and still. Yet, anticipate it as we will, none of us is ready for that time. We do not like to think of death as death. For is it death? No, we shall think of him, as we think of all our absent ones—

"I cannot say, and I will not say
That he is dead. He is just away."

—B. D. R.

Library

"The best heads the world ever knew were well read and the best heads take the best places."

Emerson.

The companionship of good books is a factor in making a living as well as forming character. We can never be at loss for really worth-while books which will help to accomplish this purpose when we consult Dr. Eliot's list that he has compiled after serious study and of which he says, "I believe that the faithful and considerate reading of these books will give any man the essentials of a liberal education."

We wish that there might be a greater demand for books included in this list. Doubtless many of us own a number of them, and will find them in some obscure corner of the book case, modern books having been given greater prominence in the family library. Several volumes are in our library and others will be added if the call is sufficient. A copy of the complete list will be sent to any one who cares to have it.

Some of the good new books recently added to our Library:—

William De Morgan and His Wife
Robin Hood's Barn; the reclamation
of an abandoned farm
The Ladies: the imaginary diary of
some famous English beauties: Mrs.
Samuel Pepys, Fannie Burney and
others.

Fruit Growing
A Day in a Colonial Home
Novels:

Sea Wrack
Rough Hewn
Hillsboro People
Covered Wagon
Ann and Her Mother
Dim Lantern
Gentle Julia
Rustler of Wind River
Glimpses of the Moon

Stirling

Bailey

Barrington
Douglas
Prescott

Hutchinson
Canfield
Canfield
Hough
Douglas
Bailey
Tarkington
Ogden
Wharton

WALPOLE HOME BUILDING COMPANY

BENEFIT—APRIL 19

Bird Hall, East Walpole

For Thomas Crowley Post, American Legion

A "Movie" Benefit will be given at Bird hall, East Walpole, on Thursday, April 19—matinee at three p. m. and evening show at 7.30, for the benefit of the American Legion.

The picture shown will be Mary Pickford in "Little Lord Fauntleroy." In this picture Mary Pickford plays a dual part and by double exposure some most remarkable situations are created.

"'Little Lord Fauntleroy' presents a sympathetic retelling of the story you've loved and that yours, after you, will love," writes the critic for the New York Evening Journal. "The film is twice as good as the others which have gone before. Mary plays a dual role—the delicious, funny-legged, manly Cedric Errol, through episode after episode that has fun and a sort of springtime something to it, and again, the appealing, gently dignified 'Dearest,' mother of the boy. Each characterization is clean cut, intelligent and throbbing with humanness. And the moral of the story is all there, even as Mother would have it."

Be sure to buy a ticket and help the Legion.

"MOVIES"—BIRD HALL

Some good pictures booked at Bird hall for the month of May:

Wednesday, May 2. Benefit for Girl Scouts, Laurette Taylor in "Peg o' My Heart."

Saturday, May 5. Colleen Moore in "The Wall Flower."

Wednesday, May 9. Betty Compson in "Kick In."

Saturday, May 12. House Peters in "Human Hearts."

Wednesday, May 16. Wallace Reid in "30 Days."

Saturday, May 19. Claire Adams in "When Romance Rides."

Wednesday, May 23. Jack Holt in "Making a Man."

Saturday, May 26. Frank Mayo in "The Flaming Hour."

Wednesday, May 30. Alice Brady in "Missing Millions."



Three Beautiful Snow Views of Path Beside Bird Pond Above Finishing Mill
Taken by Robert Driscoll, East Walpole

WARREN ELLIS SUMNER

Warren E. Sumner entered the employ of Bird & Son, August 3, 1903, soon after graduating from the Massachusetts Institute of Technology. He was our first full-time chemist and since that time has directed the development of our Laboratory and products. During this long period he has worked, principally with and under the direction of our President, Mr. Charles S. Bird.

Mr. Sumner was, in his quiet way, an important member of many of our Committees—Benefit

He leaves a wife, Lucy Allen Sumner, and three boys, Charles Allen, 12 years, Roger Hayward, 10 years, and Warren Ellis, Jr., 7 years, to whom we extend our heartfelt sympathy. His passing away is a great loss to us all.

To our friends in distant plants, who are not in touch with the details, we would say that Mr. Sumner was apparently in his customary health up to within ten days of his death. On his last day at the Laboratory he complained of a head-



Warren Ellis Sumner
May 8, 1880 — March 12, 1923

Association, Bird Club, Old Timers Club, Suggestion Committee, Manufacturing Committee and President of our Credit Union.

He was a man of high character, of great ability and could always be depended on to do his part. He was ready to give his frank and unbiased opinion and advice to any one who sought it.

In town affairs he was always ready to do his civic duty, having served on the Town Financial Committee (Committee of Fifteen), and on the Prudential Committee of the Union Congregational Church, where he was Treasurer for a number of years. He was identified with the various Masonic bodies and was a member of the Mystic Shrine.

ache and went home. From then on he grew gradually worse, first apparently from a bad cold which seemed to develop into the grippe, and finally from an attack of meningitis. The very best medical attention was given him at the Phillips House, Massachusetts General Hospital, Boston, but it was of no avail and he passed away at 10.30 Monday evening, March 12.

His sudden taking away in the prime of his life is a great shock. I feel it a great personal loss to thus lose one with whom I have been so closely associated for many years, both in business and in outside interests.

—G. R. Wyman.

A TRIBUTE

Warren Sumner's death was a stunning blow, in fact overwhelming. I knew he was not physically a strong man and yet I never associated him with death. His mind was so vigorously alive that I did not realize the susceptibility of his somewhat weakened body to the attack of a poisonous microbe.

Sumner was a very fine character—honorable, loyal, kindly, with an honesty of opinion openly expressed—a trait rarely found in man or woman.

His death is a great loss to this community, as well as to his business associates. He was my friend, tested through years of close and intimate contact, and my grief is more than I can express in words.

—Charles Sumner Bird.

THOMAS MORRISSEY

On Wednesday, March 28th, the many friends and fellow workers were saddened to hear of the death of Mr. Thomas Morrissey, which occurred that morning at his home on Bird street, East Walpole, where he had resided for many years.

Mr. Morrissey, or Tom, as he was known to us all in the mill, started work for Bird & Son on August 10, 1884, nearly 39 years ago. Most of those years were spent as beaterman in No. 1 and No. 2 Mills. For many years he was repair man on Jordans and beater rolls. For the past year or so he had been in failing health, but continued his work up to about the first of the year when he was taken sick.

Mr. Morrissey has always resided in East Walpole, his wife having died several years ago. He leaves three children—Frank M., Sub-Master of Bigelow School, Boston; Helen M., teacher in Bird School, and Joseph T., now in business in Millbury, Mass.—to whom we extend our deepest sympathy.

JUST ONE MINUTE!

You can read this in one minute.

"By the time you reach the last line, property worth \$923.00 will have been destroyed by fire somewhere in the United States," states the Right Way Magazine published by Central of Georgia Railway.

Minute after minute, day after day, on the average, this appalling pace keeps up, to a grand yearly total of \$485,000,000.

That, at least, was the record last year. What the showing this year will be, and in the years to come depends, in large measure, on YOU.

Ninety per cent of all fires are preventable, for they are due to carelessness.

Take a look in your cellar, your attic, that closet. Clear out the rubbish—the old stuff stored away because "maybe some day we'll find a use for it." Many fires are born in trash piles.

Take a look round your plant and see where you should have automatic fire-doors to choke incipient flames. Don't give fire an open opportunity to gain headway in your establishment.

A minute's thought now may save the patient accumulation of a lifetime from the ravages of fire—may save the lives of loved ones in your home—may save the wiping out of your business good-will accumulated by hard application and perseverance.

Isn't that worth a minute to you?

RADIO—THE MAGIC WORD

If you happen to see a man with a coil of wire on his arm or you hear a group talking and using words such as vario-meter, electrolytic rectifier, antenna, station WGI, etc., you can make up your mind that the radio bug has got them.

Many of our readers have already installed sets and are listening to the daily programs that are being broadcast all over the country by the wireless radiophone. Preachers, politicians, actors, singers and lecturers are heard by scores of thousands of men, women and children, from the Atlantic to the Pacific, and from Cuba to the north of Canada. What this modern miracle is accomplishing is astounding to most of us. What will it mean to the coming generations?

Without knowing the first thing about it, there is nevertheless "an awe-inspiring something" about this new field of discovery as fascinating and alluring as the gold discovery of '49. The gold which will be taken out of this new industry will pale into insignificance anything hitherto dreamed of in the line of mechanical invention. When it is taken into consideration that at one period before 1914 the sale of phonographs and their accessories exceeded by \$84,000,000 the entire cotton crop valuation of the U. S. for the same period, one may get some estimate of the magnitude of the great development of this new Aladdin's Lamp, which, but to touch, has already started the wheels of industry in a mad whirl for dominant supremacy. It is not too much to say that radio has passed over right from a faddish toy to a reality of accomplished miracles. When Morse flashed his appreciation of his first message from Baltimore over his great invention which revolutionized the world of commerce in dots and dashes he thought he was doing something, and he really did something so big that it has taken us not far from a century to overcome his lead. When Alexander Graham Bell transmitted the human voice over wires, he gave us what we considered about the omega of all accomplishment in this endeavor.

When Thomas Edison chiseled the wave sounds of the human voice into an eternal record, when the divine voices of this generation may sing on for centuries to come, and caused to move with animation those things recorded through the camera's eye and gave us moving pictures, he started something, the end and far-reaching beneficial effects of which will outlive the youngest of us. But here is a weird, uncanny, intangible something with the wings of Mercury at our beck and call, a willing slave, and obedient messenger which speaks with a voice from the depths to the high heaven. An aerial and a receiver and the secret places are laid bare.

The new world can lean over the back fence for a bit of gossip with the old; the remotest sections of the country can converse with the largest cities without toll or ransom.

The human element is almost entirely eliminated; simply twist the guage and the whole world is akin and on speaking terms.

The Morse instrument gave us our first contact; register second for the Telephone; put Air Brakes third; Phonograph fourth; Flying Machines fifth; Movies sixth, and the Radio seventh. It is the forerunner of the greatest era this world has ever known.

CARD OF THANKS

We wish to acknowledge with deepest gratitude the sincere expression of sympathy from Bird & Son and shop-mates, in our recent bereavement—the death of our dear father.

The family of the late Thomas Morrissey.

A man who had been shot in the leg was arrested in New York for holding up traffic. The only way to avoid being arrested in a New York shooting scrape is to be the man who does the shooting.

"Everybody should learn to drive a car." This is especially true of those who now sit behind the steering wheels.

Lecturers will keep on coming across just so long as Americans keep coming across.

Bolshevism is the theory that tramps are trumps.

Notes from the Plants and Offices

MAIN MILL

To thaw frozen milk. Select a cut glass pitcher, an old and highly cherished one preferred. Place milk in pitcher and set on gas or oil stove. Further particulars may be obtained from John Burke.

Jim Donovan has a new son. Congratulations.

Few and far between are those who are immune from the radio bug. Frank Massey is the latest victim.

Jim Kivlin is in the market for a tall silk hat. We agree with him that an office so dignified as Field Driver requires at least a tall hat. Of course, we're a bit vague as to the duties of said exalted position, but then so is Jim.

Worried feminine voice from the Planning Department: "Oh, Mr. Burke, we can't find the reports for the 29th and 30th of February anywhere. What was the trouble? Were the machines down?"

We understand that Pat Egan is instructing the new police force in their duties.

The Mill Office met the Main Mill Laboratory in a bowling match on March 26th. The most authentic data seems to indicate that the Laboratory won, but no two stories of the battle agree. The Mill was represented by Jimmie Smith, John Burke, Steve Smith, Jim Maguire and Gus Hills. Maurice Mason, Harold Connor, Miah Coughlin, George Thompson and Leander Hills did noble work for the Laboratory. Miah Coughlin had high single score with 101, and high 3-string total with 263.

MAINTENANCE

Jack Smith is declared the foremost expert on cord tires. There isn't a man around these parts that uses more cord tires than Jack does.

Ed Boulter was caught in a high gale of wind last Monday while wending his way to the Roofing Mill in his Dodge. The wind was too much and made the top of Ed's car look pretty sick. Since then Ed has been rushing the season—travelling around with the top down—those cold days.

Somebody says that Jack Broadley tried to do hand-springs in his Reo on the icy roads recently. Since then Jack has been kind of "scat" and takes to walking until the roads are safe.



MAIN MILL BLACKSMITHS
Michael Thornton, Timothy Reardon, Brenton Steel

Nils Lindequist has recently been inoculated with the radio germ.

Tommy Morris sold his machine and he says that he certainly misses it. Formerly it took him one-half hour to come from Boston, now it takes him three and one-half hours.

Fred Duncan took in the Auto Show, but he thinks that his trusty Buick will stand the gaff at least another season. Wally says the roads around High Plain street would shake up a new car too much, so no new car.

"Robby" in the store room is very much taken up with the Durant car. He says the sport model is a wonderful boat. It wouldn't surprise us to see "Robby" stepping on the gas this spring.

Both Don Merrill and Joe Sheehan are doing some tall negotiating in search of a place to reside. It is rumored that they both are to join the benedict class this summer.

Now that spring is here we are all looking forward to the day that Jack Smith will breeze in with his famous straw hat.

Progress is being made in the construction of the two new filtration tanks over the river.

DRAMA IN ONE ACT

Place: Boston.

Time: Friday noon.

Nutter: "What did you have for lunch today, boys?"

Bill Sullivan: "Fried oysters."

Emil Sigmund: "Oh, yes, I remembered it was Friday, too, and meat was off the list. I had frankforts and beans."

Curtain

BOX SHOP

Catherine Geraghty is the latest member of the force to announce her intention of giving up single blessedness. We offer her our sincere good wishes.

The cornerstone of Roy Fullerton's garage was laid with due ceremony, March 24th, in the presence of a large gathering of East Walpole notables. After the services, a collation was served in the back entry. Dealers may be seen any day now in his front yard demonstrating all kinds of cars from Mack trucks to Ford roadsters. We are all looking forward to weekend trips this summer to all points East.

Little question for today: "Who hung the dead cat for Dave Heylin?" We don't mind live cats but we sure do hate dead ones.

Bob Morse's car is all fixed up in apple pie order just waiting for the spring weather. South Walpole experts did the overhauling.

Five doughty warriors from the Box Shop journeyed to the Norwood alleys one recent evening and completely routed the Laboratory representatives in a bowling match. Vincent D'Espinosa, Tom Downing, D. Murphy, Harry Le Clair and James Maroney rolled for the Box Shop, and M. Mason, L. Hills, M. Coughlin, H. Connor and Hawke did duty for the Laboratory.

It has been demonstrated that a car, regardless of the make, will not run without gas. Bob Morse tried it the other night, but it was necessary to call on four of his faithful friends to boost him over the top of the bridge.

Speaking of modern efficiency—Bart Fitzgerald is the proud owner of a new apron which he claims he can get into in just one quarter of the time it took him to get into his overalls.

CARDS OF THANKS

We wish to extend our sincere thanks for the many kind acts, tokens of sympathy and beautiful flowers which made our recent loss easier to bear.

Roy M. Springer and family.

Please accept my sincere thanks for the many expressions of sympathy and the beautiful flowers sent at the time of my recent bereavement.

Lucy E. Sumner.

I wish to thank my many friends for their congratulations and the beautiful flowers I received on the occasion of my thirty-fifth anniversary with Bird & Son, inc.

Rose Friary.

BUILDING AND ROOFING

The last few days of Spring weather has brought out a large number of trucks to be loaded at the Building & Roofing plant with shingles and roofing for the Spring trade. Our new loading platform for trucks at FBV is nearly ready for use and will soon be a busy spot.

Leon Cummings has joined us at FB as Inspector of shingles and roofing on No. 1 machine.

Our popular blacksmith, usually called Gus, is back on the job once more and we hope he is fully recovered from his recent illness.

Milton R. Beasley, formerly in FBQ, has been transferred to PBL as assistant to Mr. Kimball.



THE CHAMPION SHINGLE TYERS
Jerry Burke, Jim Porshinsky, Paul Boholm

After owning four flivers and being a booster for Ford cars for a number of years, our Jeppy is now out of the fliver class and is showing with a great deal of pride his new Oakland.

Too bad that a full grown man like Boothby should be obliged to stay at home two weeks with such a children's complaint as the mumps. The Doctor says he is all right now. We trust he is.

John Coroski and Hubert Smith have taken in a new victim in their game of pitch that is played every noon in the Brigade room. He is trying very hard to get all the points and with George Smith coaching him will soon be their equal.

THIS HAPPENS IN THE BEST RADIOLATED OFFICES

Radio bragging is the latest pastime at our different plants and offices.

"At 11.30 last night I got Kansas City," said one of our dyed-in-the-wool fans the other morning.

Another newcomer in the radio field says, "That's fine. At 12.00 last night I got Havana, Cuba."

"Shucks! That's nothing," bragged an old-timer. "I went home at 2.00 this morning and got hell."

MILL OFFICE

Miss Maude Kaler, who has been with us for a number of years, has resigned, as she is planning to go to California. Our best wishes go with her.

We welcome Ken Rouillard to our ranks. He has been transferred from AC to PN.

GARDENS

Do you want land for a garden this year? You can have the use of the land free and the charge for plowing and harrowing is \$3.00 per plot.

All applications must be made before April 15 at the office of —Walpole Home Building Co., Inc.

MAIN OFFICE

We are glad to welcome the newcomers to the office force: James K. Mahar and Howard A. Mann, Accounting, and Alfred L. Horne, Credit.

John Dolan has been busy receiving congratulations since he became the very proud father of a small son.

Delia Hennessey and Nellie Haste are spending their evenings now composing a petition to the N. Y., N. H. & H. that signs indicating Norwood Central and East Walpole trains be painted a bright red. After a recent shopping orgy in Boston, they board a train, ostensibly for East Walpole and came to when they reached Wollaston. Hence, the desire for the flaming signboards.

We are glad to see Miss Willis back at her desk after her serious illness.

Several of our young ladies are displaying considerable talent in the Norwood K. of C. Minstrel Show which is to be presented April 11, 12, and 13. Genevieve MacWhirter is to be leading lady, Mary Geary has a solo, and Margaret Drummey is the charming soubrette.

We are glad that Mr. Towle and Mr. Sherman are back on the job.

Georgette Gazin, of the Stenographic Department, is displaying an unusual interest in matters pertaining to housekeeping lately, which is readily understood when you see her left hand. Best wishes.

FLOOR COVERING

The dirt is flying, the concrete is pouring, the bricks are rising tier on tier for our great new plant extension.

The offices and laboratories have been relocated in the second story of the Finishing Building. Just now we are very much unsettled and raw, but we are getting ready for more and better work.

We are congratulating ourselves that three of the Capital Suggestion Prizes for 1922 came to FF. The wide awake men who captured them are Austin McAloney 1st, Stuart Nickerson 2d and Patsey Sansone 3d.

Bernard Bailey is moving his family from Sharon to Norwood.



The Steam Shovel Excavating for the New Building
at the Floor Covering Plant

The recent cold weather drove Jerry, the office cat, indoors during the daytime for many days. We all enjoyed feeding him and watching the satisfied look on his face when his stomach was full. Now that the snow has gone he has made himself scarce again and we can get no poetry from him however much we try.

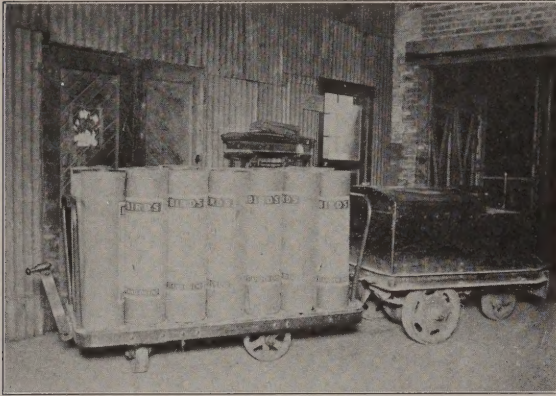
BREAKING THE PAIR

During a very hot spell a man was riding in his Ford with one foot hanging out over the door. A small boy, noticing this, shouted after him: "Hey, mister! Did you lose your other roller skate?"

CHICAGO

Snow and ice gone—grass showing signs of getting green—robins seen—customers hot after their ordered cars—new golf clubs being ordered—boys and girls roller skating and playing marbles—well those signs are enough to show us Spring is here.

E. A. Tuscher reports that Salesman Prinzler has landed a 1000 square Built-up Roof for the Kennedy Box Co. of Shelbyville, Indiana; Hennessey a 2500 square job at

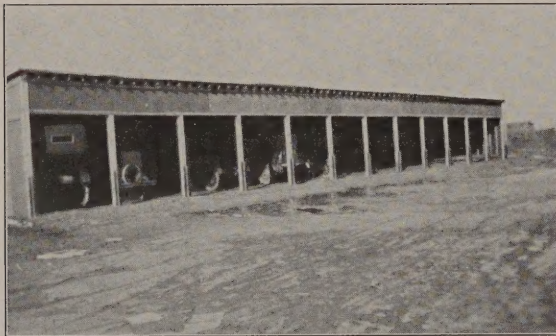


First Truck of Paroid Made at Chicago Plant.
February 7, 1923

Michigan City for the Sullivan Machinery Co; and Walton has a 600 square job on the Louisville, Kentucky, Railway Station. Tuscher and his men have set the yearly goal for Built-up Sales a good way off, but they are determined they'll reach it and it's dollars to doughnuts they will.

Miss Laura Palmer of the Accounting Department left us this month to be married.

Both machines are now running full and the new men are fast getting acquainted on their jobs. In another month we should be busy making "non-stop" runs.



The Much Appreciated Mill Garage at Chicago
It Fills the Bill

We are now over February's total for cars shipped for March with a week more to go. We incidentally are planning to break the existing record if we can get "empties" enough.

We have had several dealers visit us during the month to see how the goods they use daily is made.

Eric Gach won out in the Office Checker Tournament and will play the Mill Winner for the Plant Championship.

Building continues brisk all over Chicago and yet some landlords are raising rents for this next year's lease, which shows there is room for much greater building to come, and if building costs do not increase too much it will come.

You chaps in the East are not the only ones purchasing new cars. B. J. Overholt has his order in for a Chevrolet sedan. He evidently heard Bill Hale had bought one and as Bill has tried them all B. J. felt Bill should know a real car by now.

PHILLIPSDALE

Springtime is here and also clean up time, so get into the corners and clean them all out, for Mr. Henderson is around hot footed after the dirt. Don't let him find any.

WHO'S WHO?

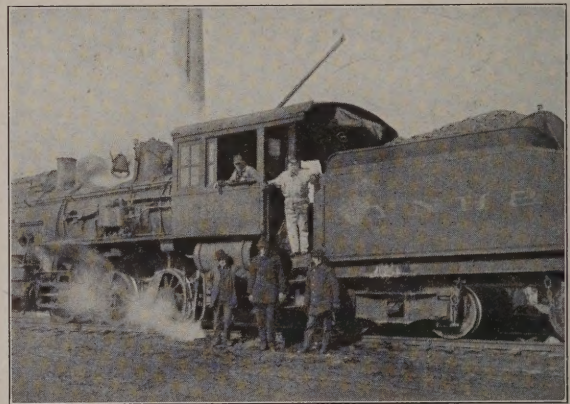
Herbert Chamberlain, our chemist. You can see that he is a very pleasant looking fellow, and he is as pleasant as he looks.



Herbert Chamberlain

Our Office force is looking high since the Office has been redecorated. You can't see them.

The Brigade room looks fine with that new coat of paint and varnish and all the boys will help to keep it looking fine as they have done in the past.



Our Locomotive and Train Crew at DP

The Crew consists of Geo. Christie, conductor, Tom Fleming and F. Stone, brakemen, Jas. Brooks, engineer, and F. Peckham, fireman. They have been taking the freight from our yard for about 12 years and we see them so often in our midst, we feel as though they were employees of Bird & Son. We hope that they will be with us many more years.

MASSACHUSETTS SAVINGS BANK LIFE INSURANCE

Bird & Son, inc., is an authorized agency for Massachusetts Savings Bank Life Insurance.

There are a great many of our employees that do not carry enough insurance and many more that carry none.

This form of insurance is absolutely safe and is the cheapest you can find.

It may be continued after you leave the employ of Bird & Son, inc.

Think this matter over and come into the Labor Bureau and let us explain in more detail.

Would \$500.00, \$1,000.00 or \$2,000.00 mean anything to your wife and children to-morrow, if you were forced to leave this world to-day?

Bird & Son, inc.
Labor Bureau.

CANADIAN NEWS

Entertainment at Hamilton Office

On Tuesday evening, February 27, Bird & Son, Limited, Employees Association held a very enjoyable concert and dance in the office building with about 100 employees and their wives and friends present.

J. W. Wills, President of the Association, occupied the chair and announced the following program:

Words of Welcome, W. R. McNeil; Vocal Solo, Harry Hunt; Piano Selection, Orville Pugh; Recitation, Wesley Clark; Vocal Solo, Mrs. J. W. Wills; Vocal Solo, R. C. Crooker.

At the conclusion of the concert, dancing was enjoyed, much fun being derived from the Paul Jones numbers. The music was supplied by a popular local orchestra.

During intermission luncheon was served, and Messrs. Herbert Main and Eric Griffin rendered very humorous vocal duets, which were much appreciated by the audience.

The remainder of the evening was devoted to dancing, and the success of the event was evidenced by the fact that many expressed the desire that the Entertainment Committee arrange entertainments of this nature frequently.

VETERANS' ROLL OF HONOR

Hamilton and Pont Rouge

Our Hamilton plant was started in 1905 and our Pont Rouge plant in 1910. Here is a list of the veterans who have served Bird & Son, Ltd., 5 years or longer, whose anniversaries fall in the first four months of 1923.

H. E. Davenport	Hamilton	Jan. 1, 1898	25 years
W. R. McNeil	Hamilton	Mar. 23, 1901	22 years
Chas. Parsons	Hamilton	Apr. 16, 1906	17 years
F. Leclerc	Pont Rouge	Apr. 12, 1912	11 years
C. Keable	Hamilton	Mar. 28, 1913	10 years
D. J. Murphy	Hamilton	Apr. 1, 1913	10 years
E. Patisfice	Pont Rouge	Apr. 25, 1913	10 years
R. A. Patterson	Hamilton	Apr. 26, 1918	5 years

SUGGESTIONS

Hamilton and Pont Rouge

The following suggestions have recently been accepted and prizes awarded for each:

Lights placed below slate tanks . . .	A. McCulloch
Weight and pulley on machine shop door	H. Balch
Extra Elbow E Tap on pipe to save carrying water for fire pails	W. McLennan
Lock in plug under machine vat	A. Jobin
Winder platform	J. Gibeault
Sign near machine shop door for truck drivers to blow horns . . .	W. Conde
Light over thermometers in boiler room	E. Gibb
Changes to office steam pipes . . .	J. Defoy
Water pipe over knife No. 2 winders for 18 inch	A. Goddard
Friction pulleys on lathe counter shaft	G. Parke
Remodel old shingle dies	H. Hunt

TOPICS IN BRIEF

"We ought to amuse our criminals," says an Ohio editor. We should catch 'em first.

Archeologists have found canned beef in the tomb of Tut-ankhames, 3,350 years old. No bids from war departments have yet been made.

We feel very kindly toward Poland, and we hope President Wojciechowski will make a name for himself.

Perhaps modern dancing is called dancing for the same reason that modern dance music is called music.

"THINKLETS" No. 3

THE SOLO

This is the third of a series of thinklets suggested by the writer's ruminations as he sat one afternoon *watching* a theatre orchestra.

The first was of the necessary togetherism of the many players. It applies to the personnel of any organization. The second had to do with the raucous tones of the bass viol, that coarsest of instruments, and was applied to hint the worth of the roughest work.

Now, we remember the impression made upon us by one of the players who essayed to render a solo. He stood up in his place, a beautiful brass cornet in his hands, conspicuous, confident, competent, and after an orchestral preliminary, actually did pour through the throat of that wonderful instrument a rapturous volume of melody that thrilled the lover of music to the very depths of his soul.

As I listened and was thus stirred, a thousand fugitive thoughts surged through my brain, chiefest of them being this, "He *thinks* that he is doing this *alone*, and is consciously taking *all* the credit for it." He *was* doing his part well but it was a *part* as the word suggests. He had developed a personal skill that enabled him to utilize the genius and the labor of *many others*. As I write these words on a sheet of paper, I am using a graphite pencil made of cedar, painted yellow, with a rubber eraser in one end, held in place by a metal ferule. How many men are helping me write? Their number runs up into thousands.

This thought of the many who help us to do the simplest things, this thought of social complexity, is a very humbling thought, it shames the egotism out of us. The more one pursues it the more aghast he stands at his own helplessness. Strictly speaking, no one can play a solo.

Another day I would take some simple personal task and attempt to trace the *number* of men who stand by to help us in the doing of it.

—H. E. R.

BIRD CLUB ENTERTAINMENT

Bird Hall, East Walpole

Friday Evening

April, 13, 1923

8 O'Clock

"The Bluebirds"

Vocal and violin solos — readings — sketches —

clever impersonations in costume

DANCING: BIRD CLUB ORCHESTRA

VETERANS' ROLL OF HONOR

In last month's "Review" we printed the names of "Old Timers" over 20 years service whose anniversaries came during the first three months of 1923 and also those who had been here 5, 10, 15 and 20 years periods whose anniversaries came during the month.

We have heard many pleasant remarks about this column and shall continue it.

This month we publish employees whose fifth, tenth, fifteenth and twentieth anniversaries come during April, together with our Veterans of over 20 years service who started work during this month.

John M. Smith	Paper Mill	April 9, 1879	44 yr.
Maurice Ahearn	Retired	" 1, 1881	42 "
Thomas J. Lavin	Office	" 15, 1892	31 "
Michael Reardon	Box Shop	" 4, 1894	29 "
Frank Fisher	Inspector	" 3, 1895	28 "
Joseph Sousa	Retired	" 10, 1895	28 "
John Linnehan	Paper Mill	" 7, 1897	26 "
George Doderer	" "	" 17, 1897	26 "
John Hale	" "	" 11, 1899	24 "
Edward Bonner	" "	" 1, 1900	23 "
Kenneth McLennon	" "	" 9, 1900	23 "
Coleman Howe	" "	" 21, 1901	22 "
George W. Towle	Sales	" 1, 1901	22 "
Michael Powers	Maintenance	" 5, 1901	22 "
Mary Sline	Box Shop	" 11, 1901	22 "
Fred Shepard	Maintenance	" 1, 1902	21 "
John Spillane	Paper Mill	" 9, 1902	21 "
Patrick Connolly	" "	" 19, 1902	21 "
Gustave Johnson	Roofing Mill	" 1, 1903	20 "
Patrick Hessian	Maintenance	" 4, 1903	20 "
Halburton Dobbins	Sales	" 25, 1903	20 "
Joseph Sinkovitch	Maintenance	" 13, 1908	15 "
Joseph Smith	Roofing Mill	" 25, 1908	15 "
Swan Carlson	Paper Mill	" 8, 1913	10 "
A. F. Linde	Power and Steam	" 11, 1913	10 "
Patrick McNulty	" "	" 11, 1913	10 "
J. B. Dimock	Roofing Mill	" 15, 1913	10 "
Florence Buckley	" "	" 20, 1913	10 "
John Grusacki	Box Shop	" 25, 1913	10 "
John Leston	Paper Mill	" 28, 1913	10 "
Joseph J. Rosevitch	" "	" 29, 1913	10 "
Arsene Marchand	Box Shop	" 1, 1918	5 "
Billy Sebel	Roofing Mill	" 3, 1918	5 "
Mike Renchuck	Paper Mill	" 5, 1918	5 "
Peter Kupernick	Floor Covering	" 15, 1918	5 "
John Stupek	Roofing Mill	" 17, 1918	5 "
J. J. O'Leary	Paper Mill	" 19, 1918	5 "
R. E. Nutter	Stores	" 22, 1918	5 "
N. E. Curran	"	" 22, 1918	5 "
M. C. Collins	Box Shop	" 23, 1918	5 "
Joe Adamonis	Floor Covering	" 25, 1918	5 "
Peter Martinis	Paper Mill	" 24, 1918	5 "
Harry LeClaire	Box Shop	" 25, 1918	5 "
Geo. T. Garland	Floor Covering	" 29, 1918	5 "
Michael O'Malley	Power and Steam	" 29, 1918	5 "
Wm. H. Dadd	Floor Covering	" 29, 1918	5 "

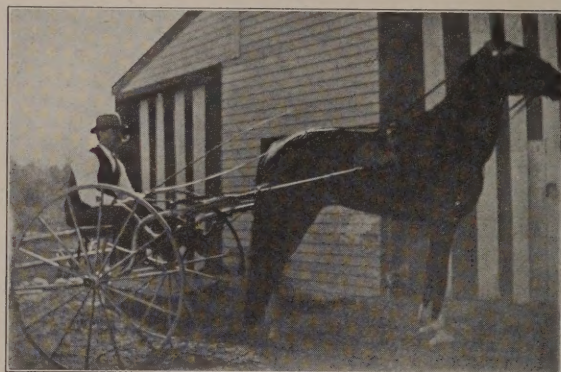
Listen, Old Timer
Get Ready for Another
"Old Timers' Banquet"
Some Time Soon
Watch for Notices

PAPERMAKING

China is credited with originating the manufacture of paper.

Back in 751 A. D. an Arabian foray into Chinese Turkestan brought back many skilled workmen as captives to Samarkand. Papermakers were among these, and the Mohammedan law with its provisions that captives might redeem themselves by working at their trade enabled them to free themselves by making paper. In this way papermaking became known outside of China.

Papermaking was established as a government monopoly about 700 A. D. at Bagdad, and for more than 500 years a mill manufactured the product that in later years became famous.



Do You Remember When Bill Landy Drove "Mosher's Pride"?
This Picture, While Familiar to Many, was Taken Before
Flivers were Either a Matter of Dreams or Dread

The Crusaders came and in some way the secret which had been so carefully guarded came West.

Many and wonderful were the devices employed at that time. Watermarks were introduced that had meanings; secret messages and government intrigues were carried on through the marks, finishes and tints of paper made.

Paper mills were established in Europe, principally in Spain, about 1085, but primitive and small were the attempts and the quality of stock did not compare with the Eastern product.

Really the great advance in the industry arrived in 1798, the year when Nicholas Louis Robert invented the continuous paper machine.

But, as is so frequently the case, it required the practicability of the Fourdrinier Brothers to put the machine on the market and their name is carried on the machine instead of that of the real inventor.

Since that event, which surely revolutionized the business, there has been no great change in the process of manufacture.—Champion Monographs.

If the traffic becomes much worse it will become necessary to take children out "on leash."

In finding one profitable idea you have to try out ten.

Getting even isn't half as profitable as getting ahead.

GIRL SCOUTS

The Girl Scout Movie Benefit will be held in Bird Hall on Wednesday evening, May 2, when Laurette Taylor's screen version of "Peg o' My Heart" will be presented. This is a comparatively new picture and should be well patronized. It is planned to sell candy and hold an auction sale in connection with the movies. The proceeds are to go into the camp fund for which it is necessary to raise at least \$150 by August 1st.

The next effort to raise money for this fund will be a Trash and Treasure Sale—in other words, a Rummage Sale—to be held some time in May. If you find anything in your Spring Housecleaning that can be used at such a sale, will you please notify any of the Girl Scouts or members of the Troop Committee?

In addition to the money that will be raised in this way for the Camp Fund, each girl who wishes to go to camp will be required to earn money to pay one week's board, as the fund will supply only the money for the second week. If you have any odd jobs, get a Girl Scout to do them.

Scouts of both the Holly and Thistle Troops are planning to attend the Scout Review to be held in the Arena on May 12th. This is a State Review and is very interesting to all who know anything at all about the Scout work.

The work done at the weekly meeting is progressing nicely. The following members of the Holly Troop have earned the Homemaker Merit Badge: Patrol Leader Olga Anderson, Corporals Grace Broadley and Gladys Anderson and Scouts Muriel MacDonald, Arabelle Bridgman, Bertha Broadley, Eleanor Whitehead and Jean Phelan. Captain Leonard also has earned the Homemaker's Badge.

The following members of the Thistle Troop have passed the Tenderfoot Test: Scouts Jennie Mazer, Eleanor Everett, Julia Troiano, Catherine Troiano, Mary Murphy and Dorothy Jostin.

Captain Leonard and Captain Smith have been awarded the Citizen's Badge.

Work for the Home Nursing Merit Badge has been started, with Miss Leavitt as instructor. The girls are getting a great deal of fun out of taking temperature and making a hospital bed with a patient in it.

FLOOR COVERING SALES

Chicago Results for February, 1923

The month of February was encouraging from the standpoint of shipments made and orders received. Eight men in the Chicago Division broke better than even:

Messrs. Ayers, Mehlman, Miller, Perschke, Peterson, Reid, Somers, Truog.

In the competition for new accounts which lasted until February 28, Mr. Miller led for February. He opened up 17 new accounts, Mr. Mehlman opened 13 new accounts, and Mr. Ayers and Mr. Truog 12 each.

The following salesmen beat their quotas for total shipments for January and February:

Messrs Ayers, Miller, Peterson, Somers.

Mr. Reid was about even with his quota for the two months.

Keep it up! March should be a big month and April bigger. Let's show the Eastern Division men that we are not only out to trim them, but are doing it!

East Walpole Results for February, 1923

Although we did not meet the budget we had set for ourselves in February, we fell short of it by very little. Every man but one exceeded his drawing account, and this one man sold more goods than was sold in his territory in February, 1922.

Mr. Lane again heads the list by a considerable margin.

The competition for new accounts opened during the months of January and February was won by Mr. Maraist with 38 new accounts; Mr. Cocke second with 30 new accounts and Mr. Weber third with 22.

The following men beat their sales for the corresponding month last year in the identical territory:

Messrs Cocke, Cunningham, Feeley, Hunt, Hutchinson, Kelley, Lane, Maraist, Murphy, Prouty, Rogers, Weber and Wrenn.

BIRD CLUB ENTERTAINMENT, MARCH 13

A very pleasing program was presented at the regular Bird Club meeting, March 13, to a large and enthusiastic audience. Only a few numbers had been put on before the popularity of the performers was firmly established. The Timmins Duo was exceptionally fine, both in piano selections and in vocal numbers. Mr. Timmins, at the piano, played some clever songs of his own composition, as well as some humorous ones that were not original, but were equally good. Ruth Brewer, an artist of rare ability and versatility, played with ease on the cornet, saxophone, trombone and banjo. She also gave several readings of merit. The Murray Girls entertained with songs and dancing and the repeated curtain calls which they received attested to the audience's appreciation. The comedian of the troupe gave comedy songs and had a new and entertaining line of stories.

BIRD CLUB ENTERTAINMENT

Friday Evening — April 27, 1923

8 O'clock

Special Attraction

Tufts College Musical Club

with reader

DANCING — TUFTS COLLEGE ORCHESTRA

BASEBALL

In last month's "Review" we asked for suggestions as to how the Bird & Son, inc. Twilight League should be run in order to assure a successful season. Have you sent in your suggestion? We have received very few suggestions. If you are a baseball player or a fan, you certainly know how you would like to have the League run. Your suggestion may be the one that will be used. Don't be selfish with your ideas. Send 'em in.

We are going to make a canvass of the Norwood and East Walpole plants for men who will play in the Bird & Son, inc. Twilight League this year. If there is a chance that you will be able to play and would like to play, sign your name to this notice, cut it out, and send to G. T.

This means you, whether you played in the League last year or not; whether you have worked for Bird & Son, inc., forty years or one day. Sign now.

Name.....

Dept.....

THE CHILDREN AND SAFETY

Three youngsters, homeward bound from school, come to a busy corner. The eldest, a boy of ten, starts boldly across the street, his two little girl companions following timidly. As they reach the center of the street, west bound traffic cuts them off from the opposite side. They stop. A street car clangs frantically behind them. A huge house-like truck rumbles in front of them. The little girls start to cry frightenedly while their youthful protector looks about bewildered for an avenue of escape. Only the timely action of a fourth larger boy, the setting of the brakes by the motorman, and the sudden halting of east

or to play games in the streets if their parents are not sufficiently interested in their safety and welfare to take the time to warn of the hazards involved?

A report by the National Safety Council shows that 13 per cent of all the fatal accidents in the United States occur to children five years old and younger and that one-third of all fatal automobile accidents are among children under fifteen years. These facts alone should urge everyone of us to added effort in safeguarding the nation's youth.

No motorist is ever in such a hurry that he must jeopardize a child's life. And by the same



How Do Your Children Act at Crossings?

bound traffic averts another tragedy of the streets.

Why are scenes similar to this occurring daily on our city streets? Chiefly because some mother or father has failed in the duty to equip their children with the knowledge necessary to safety in this day and age.

How can a child know that the safe way to cross a street is to look first to the left on leaving the curb and when reaching the center to watch for vehicles coming from the right, unless taught to do so?

How can children know that it is dangerous to "roller skate" in the street, or to "hook" on street cars and trucks, or to play around railroad yards,

token no parent should ever be too busy, too rushed or too tired to find time to teach a little son or daughter the difference between careless and careful conduct while on the streets.

We can all do our part, first by instruction, second, by example and third by co-operation with the teachers, public officials and our own safety department to help create a real atmosphere of safety in our community. The warning "Don't kill a child" found on many street safety signs to-day is no more directed at reckless motorists than it is at parents who neglect to teach their child the necessity for Safety. Let's do our duty by the kiddies!



VOL. XII

NO. V

SECOND ANNUAL MEETING AND BANQUET "OLD TIMERS" CLUB

It was a carefree and happy crowd that sat down to the second annual banquet of the Old Timers' Club held in Bird Hall, Thursday evening, April 26. The food, which was of excellent quality and well served, put everyone into the right mood to enjoy the speaking and entertainment which followed.

one year. After some deliberation, they submitted the following list:

President: George R. Wyman; Vice-President: John M. Smith; Secretary: Helena White; Directors for 3 years: Frank Fisher, Frank Whitehead; Director for 1 year: Herbert C. Jepson.

On vote of the organization, the Secretary was



OUR REPAIR CREW ABOUT THIRTY YEARS AGO

(From left to right) Clinton Bagley, Phineas Colburn, William Boyden, Unknown, Michael Cashin, George Achorn, John Higgins, Unknown, Thomas Middleton, John Sheehan, John Bruce, William Murphy, James Henderson, Michael Murphy, Aaron Rhodes, George Leonard, John Guild.

Jack Smith, President, welcomed the members and guests and then proceeded to take up the business of the evening. On motion, the Chairman appointed a Nominating Committee, consisting of H. H. Miller, P. H. Bailey, and T. P. Maguire, to bring in a list of nominees for the offices open—President, Vice-President, Secretary, two Directors for 3 years, and one Director for

instructed to cast one ballot for this slate, and they were declared elected.

Mr. Wyman stated that the club was growing rapidly, and that it was necessary to formulate a policy which should govern the future procedure, particularly the time, place and character of meetings. Accordingly, it was voted that the President appoint a committee of five to consider this matter and to report to the Board of Directors.

The following honorary members were voted into the Club on motion of Mr. Wyman: Mr. Harrison W. Child, who was associated with Bird & Son when Mr. Wyman came to work here 35 years ago; Mr. Howard Twombly, who has been our attorney for a great many years; and Mrs. F. W. Bird.

Mr. Child, in acknowledging his election, spoke of the spirit of community cooperation that existed when he was here, and told especially of the work of the Village Improvement Society which did much for the betterment of the town.

Mr. Smith then introduced Mr. Bird, who, after relating a few amusing incidents of his own life, changed his talk to a serious vein and discussed some of the uppermost questions of the day. He said, in part:

Mr. Bird's Talk

"A few days ago, I wrote a public letter which was published in some of the papers. In that letter I said that I was in favor of the bill before the Massachusetts Legislation for Old Age Pensions; but I said that I did not think that the State of Massachusetts should stand all the burden that would come if that bill were passed. I said that there are more than a million and a half people in Massachusetts who are working in industry and that, in my opinion, every industry should look after its own people who had grown old in the service. It was a duty. Furthermore, I said that I did not believe in the principle of pensions for everyone independent of his physical condition at the age of 65 years, because there are some men at 65 far better fitted to work than others at 55, and, when a man is fitted to work, his self-respect makes him want to work. It may be that his physical condition is such that he cannot do the work he has done in the past, but, in every establishment, there is some work he can do. It is fair for the industries to look out for these people. They can do it much better than the State can ever do it. The tax would be greatly increased if the State were obliged to do it. Now, what do you suppose happened? That letter appeared in one of the papers with the headline, 'Bird Opposes Old Age Pensions.' The opposite was true; and yet, one man wrote me the most insulting, savage, abusive letter, hardly printable, on the subject, proposing to kill me at the first opportunity. That shows how dangerous it is to read headlines only. That man really believed that I was opposed to Old Age Pensions, but you know that I am not opposed to that principle—at least to the extent of looking after our own people when they are unable to work. We have done it, and we shall continue to do it, and I am satisfied that it should be done in every industry of the State. Before the State undertakes any system of pensions, it should be most carefully looked into. The cost of State administrated pension systems would be from ten to twenty million dollars, which would increase the cost of living in every home in the State."

Turning from the subject of pensions, Mr. Bird touched on the good relations that exist throughout the mills. He said that we had had misunderstandings but that they have been generally met in a spirit of cooperation. "We are all bound at times to do things which perhaps we should not have done, but, on the whole, we have a very humane understanding with our people. We attempt to pay something more than the other



AN OLD TINTYPE
Bill Landy and Professor Smith

fellows pay. We have always attempted to pay this—whether we have succeeded or not is another question. In the matter of hours, we have been pioneers. We abolished the 12-hour shift many, many years ago. We were one of the first mills in the country to establish the eight-hour day for day workers.

Most Loyal Employees in the Country

"When the question is raised as to how we can make and sell goods at a profit, I can only say that we have on the whole the most loyal and good-spirited crowd that any concern has in this country. I do not believe there is any superior, and there are few equals. The success of any enterprise depends largely on the good-will of everyone in that enterprise and without good-will the enterprise is going to fail."

In conclusion, Mr. Bird expressed his feeling toward those men and women who preach the doctrine of Bolshevism or Communism and urge the destruction of our government. He declared that the menace was greater than most of us realized and that these people, most of whom came to this country without invitation, should be allowed to return without regret.

The entertainment, which was largely given by local talent, was thoroughly enjoyed. Wesley Beaulieu, in a black face act, did some

exceptionally clever eccentric dancing. Miss Joyce Bigelow, accompanied by Miss Florence Handy, gave several delightful violin solos, and Mr. Bennett Springer mystified the audience with tricks, amusing and intricate. The old-time pictures brought forth many exclamations as people of other days were recognized. Miss Alice Paine, the reader of the evening, was much appreciated and the following original poem made a decided hit:

OLD TIMERS

How dear to the heart of all us Old Timers
Are these sweet reunions which come twice a year—
The greetings, the handshakes, the most sumptuous
banquet,
The speeches of those present that fill us with cheer;
The message of those who cannot be with us; that distance
or sickness have kept us apart;
The songs that are sung by us in true unison; all us Old
Timers just sing from the heart.
There's Herbert H. Miller, the head of the office,
To whom we all turn with love and great fear.
RC and RH, and all the Departments
Are still as church mice when they know he is near.
Ben Rogers of GL, A. H. Russell of K, are two of our mem-
bers we can't just pass by.
Steve Smith, of the beaters, who mixes the batter that
makes the Neponset, the pride of the world.
Richard C. Floyd, who comes from old Brookline,
Tackles the mistakes that by others are made;
But why should he worry when all the young lassies
Are willing to help him and fly to his aid.
Our work is made easy by co-operation,
So we all are doing our very best,
So let's us Old Timers, true Old Timers,
Keep up the standard of efficient service to all,
Thus showing our love and kindly affection
For our esteemed employer, Mr. Charles Sumner Bird.

The guests of the evening were: Charles S. Bird, John H. Smith, Wm. P. Landy, John M. Smith, Thomas P. Maguire, Maurice Ahearn, John H. Maguire, James J. Geary, Arthur Tillotson, Rose Friary, Georgia Brennan, Daniel Henderson, Emanuel Johnson, John Davis, Gustaf Johnson, Patrick Hessian, Halburton Dobbins, Walter Sword, Jr., John Kirby, John S. Mattson, Joseph Sinkovitch, Joseph Smith, Albion Gottberg, John Folan, Archie Valley, Swan Carlson, A. F. Linde, Patrick McNulty, J. B. Dimock, W. Dankiewicz, Florence Buckley, John Grusacki, John Leston, Joseph J. Rosevitch, James A. Clark, Helena White, John McIntyre, R. H. Sherman, Patrick McDonald and J. P. Farrell.

A good deal of credit is due the committees who had the affair in charge: Supper, G. R. Wyman, Chairman, M. J. Hawkins and A. C. Urquhart; Entertainment, B. D. Rogers, Chariman, S. W. Smith, H. H. Miller and John J. White.

SUPPORT YOUR BALL TEAM

Tuesday, May 15.
B. & S. vs. Multibestos, at E. Walpole.
Friday, May 18.
B. & S. vs. Lewis, at Walpole.
Tuesday, May 22.
B. & S. vs. H. & V., at E. Walpole.
Friday, May 25.
Multibestos vs. B. & S., at Walpole.

23 PER MINUTE

That is the number of persons accidentally injured in the United States. You will agree that is too many, but are you doing your share to prevent them? Here is our March contribution to the figures:

Standing for March

Dept.	No. Emp.	Accidents	Days Lost	Standing
EM and ER	153	0	0	1.000
FF	213	1	2	.982
FX 1 and 2	224	1	12	.959
FB	263	5	24	.902
DM	264	5	39	.872
Total	1117	12	77	

The standing is better than in January, but not so good as in February. EM and ER hold first honors with an unblemished record; FF ran a close second; while FB just managed to avoid the cellar position.

Most of the accidents were, as usual, minor and preventable—the longest time, 25 days, was lost by a man in DMH who slipped when pushing



TOM MAGUIRE AND HIS CUTTING ROOM CREW
Tom Maguire, Mike Chase, John Cullinane, Mike Conners, Tom Coyne, (lurking in the background) Patrick Reardon, Swan Carlson, Tony Paddock.

a truck; and the next longest, 12 days, by a fellow in FXC whose hand was caught in the Knowlton Creaser. All told, 77 days were charged against accidents last month—more than two months' time.

Accidents are unpleasant—they are painful and expensive. We don't like to get hurt ourselves and most of us are humane enough to hate to see the other fellow hurt.

We can each of us do our share to reduce that Much-Too-Large accident figure. It means that we must think about our own safety and about that of our fellow workmen.

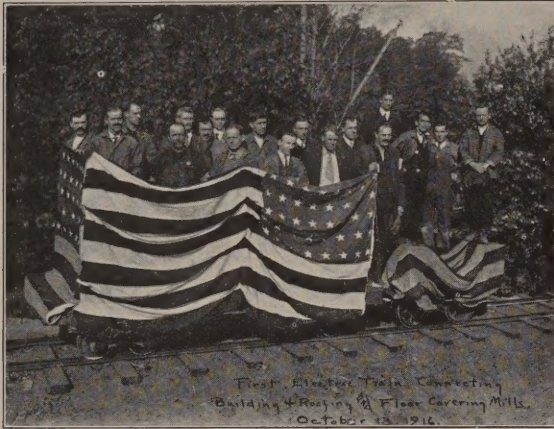
"ANYONE CAN TAKE A CHANCE. IT TAKES SOME THINKING TO BE CAREFUL."

—Safety Committee.

GASOLINE TRACTOR REPLACES ELECTRIC JITNEY AT FF

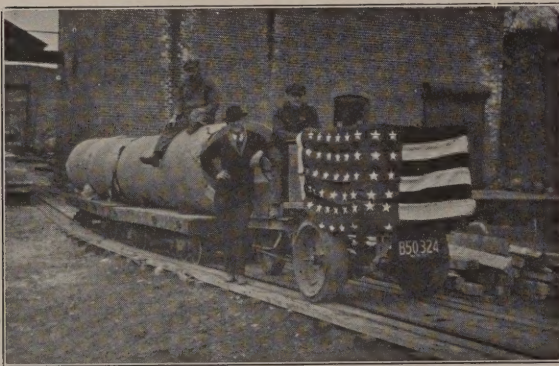
After a term of seven years at hard labor, the Industrial Railroad connecting FB and FF has given way to the newly acquired gasoline tractor.

In 1916 the electric locomotive made its first journey over the rails and at that time was hailed as a most modern and efficient means of mill



THE OLD JITNEY STARTING ON IT'S CAREER
October 13, 1916

transportation. Indeed it has done its work well, but as each year brings forth its new and improved labor saving equipment, so our old "jitney" must needs hand over the reins to the tractor.



THE NEW GASOLINE TRACTOR
Kemp at the Wheel; Bernier, Standing; Palazzi on Roll

In speaking of our tractor, we must say that a recent article in the "Industrial News" gave a very interesting treatise on the use of tractors for inside and outside mill work. It is absolutely the very latest and most modern industrial transfer equipment and it has been adopted only after very careful study of general mill conditions.

Our tractor, a 25 H. P. machine, will handle finished materials to shipping platform by means of trailers. Raw materials are being transported, for the time, on flat-cars, as heretofore.

It is assuredly a symbol of the development of our Floor Covering Plant and it is with more or

less pride that we watch our new "jitney" hurrying here and there or hither and yon, as the case may be, Ralph Kemp at the wheel and Carlo Palazzi as chief mechanician.

So now we bid farewell to the "chemin de fer" of FF.

You rode the rails for seven years,
You've listened to curses and seen some tears,
You've lost your wind on icy grades,
And waited for Bernier's gang with their spades.

You didn't want for salt nor sand,
At the command of "charge" you sure looked grand;
But now you cease to fret and frown,
You were a good old wagon but you done broke down!

L. R. B.

ANNUAL MEETING OF MASSACHUSETTS CREDIT UNION LEAGUE

It was my good fortune one day in April to attend the annual meeting of the Massachusetts Credit Union League, as a delegate from our local Neponset Credit Union. It was a worthwhile experience. Picture a room full of delegates, many of them active promoters of the Credit Union idea, thrift-service, democratic saving, conserving, lending, banking of, for and by the people; some of them fighters for the very right of the idea itself against certain selfish interests who would deny that right; the atmosphere of the gathering, electric with thought, method, procedure, policy, ideal and practice definitely connected up for worth-while service, a veritable question and answer meeting, lasting the afternoon.

Then a good dinner, music, and more talk, less informal, but sensible talk, all of it, especially so words of wisdom and encouragement from Mr. E. A. Filene, who has fathered the Credit Unions of Massachusetts, and a most helpful and sympathetic address from one of America's foremost banking experts, Mr. W. G. P. Harding, of the Federal Reserve System, a man who believes in Credit Unions for the reason that they are doing what no other banks can.

And so I came away, more than ever a believer in the Neponset Credit Union for having obtained a further insight into the total meaning of that general service, of which it is a part.

Now I am wondering why we do not begin a more intensive campaign than ever, for a 100 per cent membership among the Massachusetts fellow workers in Bird & Son.

—H. E. R.

GENE CONNOLLY APPOINTED CHIEF CHEMIST

Mr. E. L. Connolly is appointed Chief Chemist commencing this date.

His symbol and title is: PL—Chief Chemist.

G. R. Wyman,
Manufacturing Manager.

May 1, 1923.

SUGGESTIONS

At every meeting of the Suggestion Committee, there are several interesting developments. At the last meeting, which was held on April 4, there were two suggestions considered which would have been very acceptable, if anyone could have shown us a practical way to put them into effect. One of these was that there should be a mark, like a notch, at the top of all our shingles so that the roofer could lay them accurately on thirds. This would be a great help in laying the shingles, but we know of no practical way to mark the divisions, as a notch would weaken the protecting value of the shingle. The other one was for a stapling machine to be used in fixing breaks of paper in the machine racks, in place of the present splices. This has been talked of before, but we can find no machine that will do the work. For this reason, neither of these two suggestions could be accepted.

Another suggestion considered at this meeting was for the installation of a mirror on the Art-Craft Print section, so that the print could be seen at a glance. This suggestion was entered on October 5, 1922, and a test was made. In order to be sure that the mirror was practical, it was necessary to extend this over a considerable period, and it was decided after several months that it was not practical.

On the other hand, a suggestion submitted on November 14, 1921, and turned down at the December meeting of that year, called for the installation of a red light at the Coating Section of No. 1 machine. At that time, it was not considered of any value. In March of this year, an electric bell was installed which served the same purpose as the light would have, the suggestion was reconsidered and an award made.

The number of accepted suggestions this month was comparatively small, and is as follows:

Install red light at coating section	John Mattson, FBM
Hand wheel or worm crank on top coating roll	R. G. Fulton, FBP
New hook knife	Adolph Ketty, FBP
Guards on back of roll skids	Allan J. Hill, FFN
Canvas belt for hoisting rolls	Allan J. Hill, FFN
Change in ply of 76" and 94" tubes	John Selden, FFF

REAL SALES SERVICE

We say a good deal to our dealers about the service which our salesmen can give. We make a special point of it, but the best sales service is often the kind of service the mill can give and does give our dealers.

Here is a case which the whole Sales Department greatly appreciates:

April 19 was a holiday in Massachusetts. Our office and mills were closed. One of our dealers in Rhode Island telephoned to Mr. Ed. Murphy at his house, saying the he was 400 squares behind in orders and that he absolutely had to have at least one truck load of shingles.

Mr. Murphy got in touch with Mr. George Smith at his home where he was supposed to be taking a holiday.

Mr. Smith drove to FB and was there when the dealer's truck arrived. He helped load and sent away a good big truck load of shingles in time to meet the dealer's sudden requirements.

—P. H. Bailey.

IMPORTANCE OF GOOD TEETH

Our mouths are our furnace doors, and we have an apparatus therein similar to a coal breaker—our teeth. Their office is to help prepare our food for assimilation. No one can be well with poor teeth. How important then that they be taken care of. Poor, decaying teeth are a real menace to our health. Not only do they prevent



COMPTOMETER AND BILLING DEPARTMENTS

Front Row: Esther Foley, Katherine Delaney, Margaret Drumme, Helen Walsh. Back Row: Florence Duncan, Lillian Roche, Margaret Downing, Dorothy Lynch, Luella Hennessey.

perfect chewing of food, but the decaying matter is absorbed into the system. Pus formed at the roots of teeth poisons our blood and causes many ills of which rheumatism is one. When the blood is bad our brains are not clear. They are sluggish and incapable of great or sustained effort.

The teeth should be brushed at least twice a day,—on rising and on retiring. A visit to the dentist every six months is a wise plan.

Here is a simple way to sterilize your tooth-brush so that it may always be clean and ready to use.

Given a tooth brush, a glass, and a cup of salt to be kept handy in the bath room.

After using the tooth brush, cover well with salt and hang on a nail or put it in a glass standing upright. The salt will crystalize, forming a coating of the brush, which does not kill the growth of bacteria but does shut out invading germs.

When ready for use, dip the brush in $\frac{1}{2}$ glass of water and you have an excellent mouth wash ready for use. Tooth paste or powder is not necessary more than once a day—preferably at night.

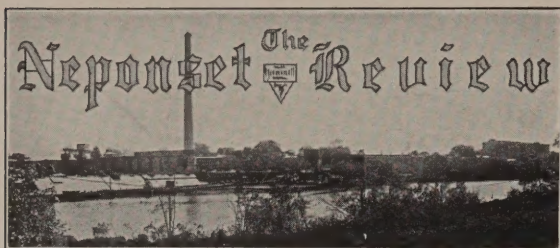
Salt is stimulating to the gums, leaves a pleasant taste in the mouth, and may prevent pyorrhea which could be caused by use of an unclean tooth-brush.

Tuesday, May 29.

B. & S. vs. Lewis, E. Walpole.

Friday, June 1.

H. & V. vs. B. & S., E. Walpole.



Vol. XI.

MAY 1923

No. 5

Published Monthly for the Employees of Bird & Son,
Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

Correspondents

Sales	.	.	.	.	P. H. BAILEY
Library	.	.	.	.	A. S. BLANEY
Suggestions	.	.	.	.	W. M. SMITH
Floor Covering	.	.	.	.	H. E. ROUILLARD
Building and Roofing	.	.	.	.	E. L. CHAMBERLAIN
Main Office	.	.	.	.	M. E. CAVANAUGH
Pont Rouge	.	.	.	.	E. A. DESLISLE
Hamilton	.	.	.	.	W. R. McNEIL
Phillipsdale	.	.	.	.	T. G. HENDERSON
Main Mill	.	.	.	.	S. W. SMITH
Chicago	.	.	.	.	W. W. WILSON
Athletics	.	.	.	.	A. W. SMITH
Health	.	.	.	.	M. R. LEAVITT

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Employ thy time well if thou meanest to gain leisure, and since thou art not sure of a minute, throw not away an hour.

—Benjamin Franklin.

IDLE GOSSIP

Every once in a while we find someone hurt to the quick because of an unkind story that has been spread, or because of slighting remarks that have been made. We all like to be well thought of and it cuts when we discover that we have been the subject of unkind criticisms. Perhaps, because of the inherent weakness in each of us, we like to find the faults in the rest of us. It seems so easy to talk over the failings of those we know and to tell the story that is far from generous. We are prone to see the fly in the ointment—the flaw in the picture. We forget the good qualities of our acquaintances and let the defects obscure all the fine traits. And, yet, a little conscious effort to treat others as we would like to be treated would save a good deal of idle talk, which never does any good and may do a great deal of harm. If each of us makes a resolution not to talk about anybody unless we can say something good there will be much less talk, no doubt, but our own little community will be happier.

Maybe you remember the story which contains the line, "Let him who is without sin among you, cast the first stone." If you remember rightly, there were no stones thrown.

M. E. C.

NATURALIZATION PAPERS

Several employees who served in the World War and who did not get their citizenship papers have asked us what is necessary in order that they may obtain them. We have received the following letter from the Chief Naturalization Examiner for the Naturalization Service, U. S. Department of Labor, at Boston.

"There is a special provision of law under which persons who received honorable discharges after service in the Army or Navy of the United States during the World War may file petitions for naturalization without having made a prior declaration of intention. If any of your employees who hold certificates of honorable discharge after such service wish to apply for admission to citizenship under the provision referred to, they will be afforded an opportunity to do so, if they will appear at Room 439, Post Office Building, Boston, having their discharge certificates with them; each applicant must produce two citizen witnesses who knew him before he entered the service or who served with him. There would be no objection, however, to the same two persons acting as witnesses for more than one applicant, provided they have the requisite knowledge of the applicant's residence.

"Appearance for the purpose of filing petitions may be made any week day from 9.00 a. m. to 10.00 p. m. and Saturdays up to noon time. I may add in this connection that the court sits for the final hearing of petitions on Monday forenoon of each week and if the applicants you have in mind should appear with their witnesses on a Monday morning, say before ten-thirty, it might be possible for them to file their petitions and to be naturalized thereon the same morning, thus avoiding two appearances. In the event the number of prospective petitioners would be more than five, it would be desirable to have notice given in advance so that they could be notified as to the particular Monday on which they could most conveniently be taken care of."

If you wish further information with regard to naturalization, call at the Labor Bureau. We will be glad to give what assistance we can.

HONOR WHERE HONOR IS DUE

It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly, who errs and comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows the great enthusiasm, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly; so that his place shall never be with those cold and timid souls who know neither victory nor defeat.

—Theodore Roosevelt.

Library



"A small house,
A large garden,
A few dear friends,
And many books."

A home is not a real home without the influence created by good books. A well thumbed collection of books by men of great minds and high aspirations shows the result of its work in the elevation of the family, as well as the contribution to its contentment and happiness. When planning the home it is hoped the mere physical requirements alone will not be considered.

Some new books in our library:—

Food and Health: an elementary text

book on home making

Kinne and Cooley

Getting Your Money's Worth

Lord

Advice in controlling your expenditure and making a budget to apportion your income to best advantage.

Letters of Franklin K. Lane: edited by Anne W. Lane.

From his extensive correspondence, letters which give an insight into his service to his country have been chosen particularly.

The Laurentians

Longstreth

Rambles in the wilderness of the Provinces.

Wild Life Conservation

Hornaday

A plea for the preservation and protection of wild animals and game.

The Flower Finder

Walton

A guide to the identification of many of the common wild flowers of our woods and fields.

Asia at the Crossroads

Powell

The Far Eastern Question taken up in a clean and concise way from the political, economic and financial side.

City Homes on Country Lanes

Smythe

An experiment in community uplift and an argument for the back to the land movement.

Some new novels:—

Jack and I in Lotus Land

Little

Lost Mr. Linthwaite

Fletcher

Tillie: a Mennonite Maid

Martin

Dim Lantern

Bailey

Viola Gwyn

McCutcheon

1492

Johnston

Andrew, the Glad

Davies

A list of books on Gardening to be found in the Walpole Library has been placed on the various bulletin boards throughout the plant. Some of these books are in our library; any of the others will be obtained, if word is sent to our Library.

NEED TO SAVE PAPER

People Urged Not to Burn It—Forests Farther and Farther from Mills

Manufacturers and converters of pulp and paper from every part of the United States gathered recently in New York for the forty-sixth annual convention of the American Paper and Pulp Association and the eighteen affiliated organizations. At the same time the fourth floor of the Grand Central Palace was thrown open to the first Paper Industries Exhibition, which displayed a large variety of products made entirely or partly from paper. The paper and pulp industry of the United States is said to be a billion-dollar industry, the figure representing the amount of capital invested in mills.

"The problem of the raw material supply is one of the big problems of the industry," said Dr. Hugh P. Parker, executive secretary of the association. "Ninety-five per cent of the 7,000,000 tons of paper made annually in the United States are made wholly or in part from wood. The forests are getting to be farther and farther away from the mills. More and more are we becoming dependent

on Canada for our supply of raw material. There is talk of Canada placing an embargo on wood from freehold lands. There is already an embargo on wood from Crown lands.

"A way must be found to protect what we have left and to produce new forests. We have an aggressive reforestation plan. We have all the land we need necessary for a reforestation programme. If the idle land in New York State alone were covered with forests we would have between eight and nine million acres of forests and it would make us independent of Canada."

Save Waste Paper

It is expected that as a result of the convention a movement for the salvage of waste paper will be begun all over the United States. Children and housewives will be taught the value of waste paper and the importance of saving it instead of burning it and destroying all possibility of future use.

An exhibit that attracted much attention was that prepared by Dr. H. O. Chute, a chemical engineer, showing the various chemical products of the forest. The exhibit was prepared in order to show the paper men how to utilize all the possible products of the forest instead of having each man take what he needs and permitting the rest of the product to be wasted.

"There has been enough fine waste from sawmills in the South to supply all the wrapping paper needed in the United States," said Dr. Chute, referring to the possibility of the use of sawmill by-products.

A row of bottles on a shelf in Dr. Chute's booth showed the various stages in the process of manufacturing artificial silk from pulp. For every two pounds of natural silk in the United States it is estimated that one pound of artificial silk is made. One-third of the world's product of 80,000,000 pounds of artificial silk is made in the United States.

Visitors were shown a coarse blue suit of clothes like a sailor's dungaree. This suit was made of paper fibre and is said to be used by workmen. A novelty was a paper milk bottle.

Phonograph records made from 60 to 80 per cent of wood flour were included in the exhibit. There were many paper absorbent substitutes for absorbent cotton. There was a paper lathe, paper chairs and tables, paper rope, paper shingles and similar articles.

GIRL SCOUTS

Don't forget the Trash and Treasure Sale we are preparing for. If you have anything that can be of use to us, we will be very glad to make the necessary arrangements to call for it. Just notify any Girl Scout or leave word at Whittier's News Store and it will be taken care of.

Members of the Holly Troop journeyed to Needham on Saturday evening, April 14, to attend the Girl Scout Rally held in the Town hall there. It was of especial interest, because Elizabeth and Emily Kimball, former Holly Troop Scouts, are now members of one of the Needham Troops. Needless to say, these two girls were heartily applauded when they came forward for the Merit Badges which they had won.

The trip was made through the kindness of Messrs. W. E. Harper, Frank Whitehead, John and William Broadley, B. S. Whittier and Henry Collins.

A new merit system has been put into effect in both the Holly and Thistle Troops. Points are given for different meritorious acts, such as church attendance, good conduct at school, foregoing gum chewing, and others of a similar nature. The first ten points earned win a red ribbon, the next twenty-five a white ribbon, the next fifty a blue ribbon and the next seventy-five a gold ribbon. Several have already won the red ribbon and have a good start toward the white one.

Success is his who says little, hears much, and thinks deeply.

Take time to think—you can do more work with your head than you can with your feet.

Nothing will ever be accomplished if all possible objections must first be overcome.

—Dr. Johnson.

Notes from the Plants and Offices

MAIN MILL

Bill Quinn is driving around in a brand new car.

When the thermometer registers 90° in the shade, maybe Jim Kivlin will ride with Mr. Goodspeed again, but he isn't quite sure.

We have heard a good deal about four-door sedans this spring, but we haven't heard before about a garage with doors on all sides. Steve Smith says he's going to have one. It takes too long to put the side back on after you try to push it off with your car.

The only difference between Jack Davis and Jim Geary is—that Jack picks his dandelions in Walpole and Jim picks his in Norwood.



NO. 3 MACHINE

Walter Sword and His Backtender, Ray Kirk, with Steve Smith, Superintendent

Pat Egan believes in preparedness. He has a kiddy-car all fixed up ready for the young son to use when he is ready, two or three years from now.

Jim Houlihan is receiving congratulations on his approaching marriage.

We are sorry to learn of Charlie Knaus' serious illness. He is at present in the Massachusetts General Hospital.

We understand that Jimmy Clark has the contract for supplying the Sharon schools with lead pencils.

Most of us are used to Daylight Saving by this time, so the change in time causes no confusion, but Johnny Ready started to go home at half-past one Saturday, which may or may not be due to the advance in the clocks.

MILL OFFICE

Jim Maguire's world is all blue sky and sunshine since he became the proud father of a small daughter, Beryl Marie.

John Burke is very busy these days getting his house ready for occupancy. He is to be married, May 14. Congratulations.

Gene Connolly has gone to Norwood to live in his recently purchased home. Charlie Conrad is to occupy the house on Union Street, vacated by Mr. Connolly.

Day by day the ranks of the pedestrians get slimmer and slimmer. Steve Smith is the latest to join the motorists. He has a good looking Reo sedan.

We are glad to welcome Miss Olga Anderson who has joined the Mill Office force to work after school hours.

BOX SHOPS

Alice Farrell of the Cartridge Cutting Department left us recently. She was married Tuesday, May 1, to Leo McDonald.

Fannie Milesky has transferred to the office to help take care of the increased record work.

We don't know whether Larry Doane is going to retire to a chicken farm in his old age, but we do know that he spends most of his spare hours mothering downy yellow chicks.

The Crysanthemum Club has had a busy year. At the recent election of officers, Elizabeth Brady was elected President and Dagmar Anderson, Vice-President, Mazie Driscoll, Secretary and Catherine Brady, Treasurer. The following have been elected to membership: Ada Coughlin, Marion Brady, Dagmar Anderson, Edna Massey, Mary O'Malley and Carrie Rieser.

Roy Fullerton has a new Dodge touring car all comfortably housed in his new garage.

Harry Tower is sporting a new Essex, but Bob Morse rises to remark that he is still driving his Ford.

Antoinette Santora is wearing a diamond on her left hand. She says she is to be married the 2nd of June. Best wishes.

MAINTENANCE

A sure sign of warm weather—Charlie Paine has shaved his mustache off.

What do you think of a fellow who goes riding horseback on Sunday with a white duck suit and a little white hat? Pretty classy, we think. The only trouble Jack found was that he could not hold his hat on and hold the ribbons, too. Our advice is that he put an elastic on his hat next time.

Our local autoists are beginning to realize that road rules of East Walpole differ some from those of the Provinces.

Frank Fisher attended the Fire and Safety Conference in Springfield recently and is full of new ideas and inspiration for safety work.

'Tis handy at times to be able to turn one's hand to many things. Frank Whitehead is not only an electrical expert, but he is fast acquiring proficiency as a concrete mixer. Bartley O'Donnell is his chief adviser.

The radio bugs have experienced difficulty in picking up WNAC on their outfits since they shifted to 286 meters.

Sam Kay is seriously thinking of selling his far-famed Essex and going after the "Moon."

Maybe you have noticed the new sedimentation tanks over the river. They are a great improvement in our filtration system.



JACK SMITH'S YARD GANG

Wm. Morrissey, Andrew Connors, Matthew Foley, Martin O'Donnell, Michael Powers, John H. Smith

The Engineering Division has blossomed out completely in Rubberhide shoes as distributed by Thomas J. Lavin.

When Nelson Boulter and another fellow were working on Fred Duncan's garage, Bill Score came along with a blueprint which he laid on the ground for a few moments while he went off. Along comes a gust of wind, picked up the blueprint and away it went up in the air, clean out of sight. Bill says about next September he expects to be taking orders from Mars.

BUILDING AND ROOFING

Paul Wetta has been receiving congratulations since the advent of a small stranger at his house.

Dick Stoddard is the proud owner of a new Overland sedan. He is busy building a new garage to house the car.

Not to be outdone by the rest of the crowd, Charlie Seavey has appeared in a Ford coupe.

The hedges have been trimmed and the fences and posts given a coat of paint so that the yard looks all spruced up after the hard winter.



WHO'S WHO?

Here's Dick Stoddard on whose shoulders rests the responsibility of getting our roofing orders shipped on time. His days are spent in marshalling shingles and roll roofing into the flock of freight cars and trucks which await him each morning. In the evening, he tours the country in his new car or puts finishing touches on his garage.

The Maintenance Crew execute strange and difficult work orders, but nothing yet has feazed them. Francis Smith has a hat, one of those hats which bids fair to go down in history with the rest of the famous Norwood plant hats. On windy days it had a troublesome habit of sailing off into space, leaving the sweat band like a halo around Frank's head. The result was, no doubt, to give Frank a saintly expression, but the crew decided that they didn't need any saints in the department, so they proceeded to rivet the band to the hat. The wind that separates them is going to ruin the hat.

SLATE HANDLING AT FB

The accompanying two snapshots show one of the latest improvements to the Building and Roofing plant. This equipment is used in the unloading, storing, and delivery of slate to No. 1 machine at the surfacing section.

A group of men shovel the slate into an unloading hopper which delivers to a small, inclined belt conveyor.

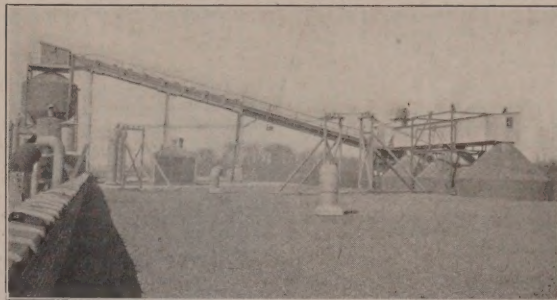


The Storage Tanks—Slate Handling System

This is discharged into a continuous bucket elevator, which is 50 feet high. By means of a movable spout, the slate can be directed either onto the conveyors that carry it into storage tanks, or across the bridge to a service tank that is located directly over No. 1 machine.

When there are no cars being unloaded, and slate is desired at No. 1 machine, slate can be obtained by drawing from the storage tanks by means of rotary gates onto a belt conveyor, thence through the elevator and onto the conveyor, which in turn carries it to the service tank.

From the service tank to the heater, the slate is controlled by a rotary gate operated from the heater room. It passes through an automatic weighing machine into the heater and down to the distributor at the surfacing section of No. 1 machine.



The Conveyor—Slate Handling System at FB

The system is capable of handling the material at the rate of thirty tons per hour and, as it is enclosed, can be operated in any kind of weather. The capacity of the three storage tanks is about 300 tons each.

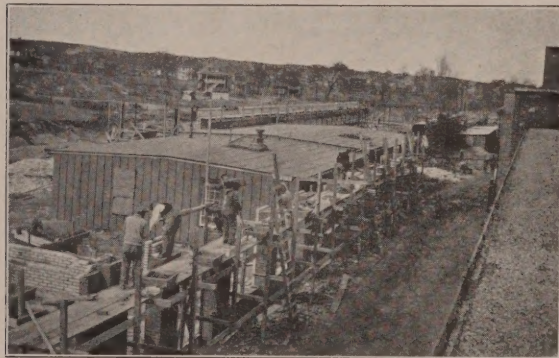
—L. J. L.

FLOOR COVERING

We have a very startling and somewhat terrifying whistle down here. Very few men can *sleep* through its three blasts at the end of the noon hour.

Probably Joe Keefe holds the record with Mike Shergals a close second.

We welcome Hector Harrison to the new job of time keeper.



At Work on the New Building at FF

Geo. F. Garland is receiving congratulations on having completed 5 years with the company.

It is an interesting item to note our present economy in loading cars. Formerly the cars were very carefully *timbered* and all rolls shipped *standing on end*. Now the rolls are laid up in tiers, the timbering eliminated and we are not only saving the expense for wood and labor but find that the claims for damaged goods in transit is practically nil.

This is the kind of progressive news the *Review* likes.

Does Harrison *like* bread by the loaf for his lunch or does he just *bring* it?

In the hospital drive some departments went 100%. Others fell way down but the total showing was 78%. Not too bad.

Wedding Bells

Congratulations are due Schriber of FFF and Triggs of FFN.

FF Special Feature

Our special feature this month is the story of Frank Sutherland's wonderful new Ford Sedan. It is a composite story. We append the several items. They must be true for we know all the fellows.

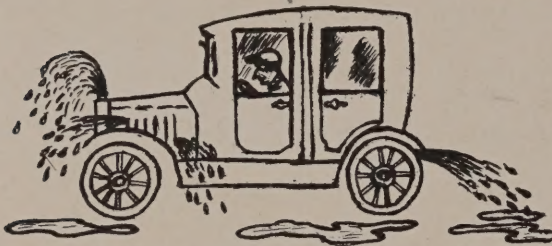
Mr. Sutherland has converted his Ford into a fire fighting apparatus. It has been tested and actually throws a stream of water from the exhaust manifold.

—Sodergren.

It certainly is a trick car. Push one button and it waters the streets, another, and it pumps water to beat the band. Can be used for putting out fires. It can also be used as a pleasure car. The only out is that at times it gets cantankerous and does all three things at once.

The very latest is that Frank has landed two lucrative contracts with the Town of Walpole, one for sprinkling the streets, the other for putting out brush fires. The accompanying cut shows how the "boat" works.

—Rouillard.



Sutherland's New Combination Ford Sedan, Street Sprinkler and Fire Apparatus

After seeing how this car works, I don't know whether to do business in a Ford or stick to my old bike.

—Francis Sheehan.

If I were drawing and drew that one, I think I'd burn it.

—Werner Johnson.

Frank's car hasn't so *very* much on my Chev. for trouble.

—Wight.

Give me my Oakland or give me death.

—Jepson.

FOR SALE

Large and beautiful pansy plants in choice strain and great variety of colors. Ready to set out. Twenty-five cents per dozen plants. Ready May 15 to May 30.

—Wm. J. Colmer, FF2.

MAIN OFFICE

We are glad to welcome the following newcomers to the Main Office: Miss Hilma Regan, Stenographic; Miss I. Maude Connor, Floor Covering Sales; Walter J. Connolly, Payroll.

Ernest Coleman, who has been serving as Paymaster for the past year, has transferred to the Cost Accounting Division. We wish him every success in his new work. Patrick Rogers has taken over the task of paying off.

Miss Mutch of the Building and Roofing Sales has gone to Hamilton for a short visit. Before leaving she announced her engagement to J. Merrick Gray of Walpole. We offer our best wishes.

It was with real regret that we said good-bye to Margaret Brimmer, who left us recently to journey to California where she is to be married to Walter Lambine, formerly of the Floor Covering Maintenance crew.

Margaret Daley of the Stenographic Department has transferred to the Box Products Sales.

We expect that the Box Shops will have to be enlarged, not to mention that the inside sales force will need to be augmented, when Bob Shedden starts to send in orders from the road.

Mr. Tarr still sticks to his resolution not to bowl any more. He is going to let the score he made in the battle between the Gymnasium class and a group of office people stand forever. However, he has his doubts about the financial advantages of being winner.

Several gentlemen farmers from the Main Office have started work on their lot on Pleasant Street. We expect to have samples of vegetables later to rival the marvelous pictures in the seed catalogues.

SPRING OPENS UP AT LAST

The salesman who has tried to sell roofing in New England during the past winter will welcome spring with loud shouts of enthusiasm.

I say *will* welcome spring because in spite of the calendar actual spring is not yet here. "Spring" to the roofing salesmen means the season of the year when roofing sales really begin in a big way.

Last year it was spring through most of the winter months, and dealers moved a good deal of roofing.

This year dealers in New England have moved little or no roofing, but everyone feels that the longer the cold weather holds, the greater will be the rush for roofing when the weather really breaks.

Some of the salesmen have played in a little better luck. Those in Pennsylvania and New Jersey have worked during an open winter, and so far as weather conditions are concerned, have worked under better conditions than the salesmen in New York and New England, who have spent most of their time digging out of snow drifts.



JIM GEARY AND HIS GANG ON NO. 5 PAPER MACHINE

Jim Geary, John Leston, Carl Schaier Asst. Supt., Vincent Grudinsky, Peter Kiarsis, John Kearney

After all our sales are good. Incoming orders for the first three months of this year are greater than the incoming orders for the first three months of last year. We have been getting some good business from the Southern salesmen, for the South is in a better business condition than last year. Many new dealers in Bird's Roofs have been established right along, and they are quality dealers, really first class dealers, dealers who have started off with good-sized orders.

When the first of July comes, there should be a volume record of sales that will be a credit to the whole sales force. The amount of new building everywhere is noticeable. There is a great deal of re-roofing in spite of the fact that re-roofing is usually done in the autumn. Business is so active that every salesman must make a record this year.

P. H. B.

NORWOOD HOSPITAL DRIVE

The drive for funds for the Norwood Hospital met with a most generous response in both the plants and offices. In accordance with the plan followed last year, the different manufacturers agreed to contribute one dollar for each subscription among their employers and present indications are that the quota set for the drive will be met.

Eight hundred and thirty-three Bird & Son employees contributed, with a total subscription of \$930.75. The returns from the different divisions are:

	No. of Subscribers	Amount Contributed
Main Mill.....	403	\$407.00
Main Office.....	127	203.50
Floor Covering	156	168.00
Building and Roofing	148	152.75

FLOOR COVERING STORE OPENS IN EAST WALPOLE

For a great many years, even going back to the time when Washington was President, Bird & Son, inc., has been busy right here in our own community turning out merchandise noted throughout the country for its quality.

During our long period of existence we have established ourselves as pioneers in the development of many different types of merchandise, among which are included felt base floor coverings and rugs. This particular type of floor covering has been very popular due to its economy, durability and unusual attractiveness of designs. Bird's Rugs can be readily adapted for use in any room in the house, being made in a wide variety of patterns, while BIRD'S Floor Covering is particularly suitable for kitchens and bathrooms.

We have arranged to have on display in Whittier's Store, Union Street, East Walpole, Mass., a selection of slightly damaged Rugs, Floor Coverings and Rug Border. This store is near the East Walpole railroad station, and will be open from 12:00 to 1:00 P. M. daily, except Saturdays and holidays.

We have made these arrangements, primarily, for the convenience of our employees. The opportunity of obtaining these Real Bargains will, however, be extended to people living in the immediate vicinity of our factory.

When next in need of floor covering be sure to visit our store.

FLOOR COVERING SALES CONTEST—EASTERN DIVISION—MARCH, 1923

In March we not only met the budget we had set up for ourselves in the Eastern Division, but we exceeded it by approximately 10%. Every man, without a single exception, went ahead of his drawing account. Mr. Lane again heads the list, with Mr. Cocke second.

The percentage of rugs sold was still unsatisfactory. There were only two men over 60% as against three in February. The various percentages of rug sales as against total sales are listed below:

Mr. Wrenn	71%	Mr. Lane	47%
Mr. Hunt	61%	Mr. Hayden	46%
Mr. Maraist	59%	Mr. Kelley	34%
Mr. Covert	56%	Mr. Hutchinson	33%
Mr. Cocke	55%	Mr. Prouty	33%
Mr. Murphy	55%	Mr. Feeley	33%
Mr. Cunningham	54%	Mr. Weber	26%

The sales of the following men exceeded sales in the corresponding territory in March, 1922:

Mr. Cocke	Mr. Kelley
Mr. Covert	Mr. Lane

Mr. Feeley
Mr. Hayden
Mr. Hunt

Mr. Maraist
Mr. Prouty
Mr. Weber

Mr. Wrenn

The following men not only exceeded their sales of a year ago, but also exceeded the quota set for March, 1923:

Mr. Cocke
Mr. Covert
Mr. Feeley

Mr. Kelley
Mr. Lane
Mr. Weber

Mr. Wrenn

Although this number represents only about one-half of our sales force, there were a number of other men who only just missed reaching their quota by a very small amount.

At last, after waiting since 1919, I read with pleasure that the Floor Covering Department are getting a little publicity in the *Review*, its about time, I say. It gives me great pleasure to learn that my co-workers out of the Chicago office are doing wonderful work and hope to meet them at the next meet-up with a high score.

—H. B. Lane, CFC, Salesman.

FLOOR COVERING SALES CONTEST—CHICAGO DIVISION—MARCH, 1923

The month of March was encouraging from the standpoint of shipments. Nine men in the Chicago Division broke better than even.

Mr. Ayers
Mr. Ellis
Mr. Mehlman
Mr. Miller

Mr. Peterson
Mr. Reid
Mr. Somers
Mr. Williamson

Mr. Perschke

In the competition for new accounts Mr. Miller again led for March. The standing follows:

Mr. Miller	20 new accounts
Mr. Mehlman	14 new accounts
Mr. Truog	12 new accounts
Mr. Ayers	8 new accounts
Mr. Ellis	7 new accounts
Mr. Reid	6 new accounts
Mr. Somers	3 new accounts
Mr. Perschke	2 new accounts
Mr. Williamson	2 new accounts

The following men beat the sales for the corresponding month last year in the identical territory:

Mr. Ayers
Mr. Ellis
Mr. Jones
Mr. Miller

Mr. Peterson
Mr. Reid
Mr. Truog
Mr. Williamson

Mr. Perschke

A CONFIDENT SALESMAN

"Your predecessor," said the traveling salesman's new employer, "has got his business all tangled up and I expect you will have a difficult task to get order out of chaos."

"I don't know who Chaos is," replied the new man, cheerfully, "but I bet I'll get an order out of him if I have to hang onto him for a week."

Somebody put this clipping on my desk, thinking that it was funny. It is funny, but it illustrates the kind of feeling that ought to predominate us all whether we are old seasoned salesmen or young, brand new to the job with lots of pep and spring in our heels.

Sometimes I think a new salesman, fresh to the job, gets business where some of us older birds can't get it just because, not knowing any sales obstacles, he doesn't recognize any and his very enthusiasm and even ignorance is a great asset in actually landing an order from a tough customer.

—P. H. B.

Tuesday, June 5

B. & S. vs. Multibestos at E. Walpole.

Friday, June 8

B. & S. vs. Lewis at Walpole

PHILLIPSDALE

Edmond Roy, formerly of the Cutter Department, has been transferred to the Paper Machine, and, no doubt, Edmond is going to make a good paper maker, as he has a lot of ambition and takes interest in his work. He is young and his future looks very bright.



The Gang that Takes Care of the Yard at Phillipsdale

The second floor of the Cutter Room has been taken out, leaving one large and open room. More light and better ventilation is the outcome of this change which makes working conditions better all around the Cutter Room.



WHO'S WHO?

Irving C. Eaton, our Assistant Superintendent. He is a genial fellow as is evidenced by his pleasant smile.

Where are the suggestions? Are we here in Phillipsdale going back? Many suggestions could be made if we stopped to think. Look the place over carefully and see if you can suggest something that will be a benefit to our plant and you will receive a cash prize.



Chief Hawley and His Power & Steam Crew at DP

At this writing William Banks and William Horridge are having a vacation over in England. We all hope that Bill and Bill have had a good time and a very pleasant voyage.

Our new Economizer is being installed and by the time

the next issue of the *Review* is being read, let us hope that it will be working. This new Economizer has been needed for a long time as the present one outlived its usefulness long ago. It will take some of the worry off of Chief Hawley's chest as he has had a lot of trouble with the old Economizer.

We note in the March issue of the *Review* that Chicago has a brand new garage. We need just such a thing right here in Phillipsdale. We have room under cover for only two cars and, being safety boosters, we would hate to see a jam caused by two or three over anxious flivers trying to get into the same stall at the same time. Furthermore, it is hardly fair to compel our newly dolled-up busses to get drenched with rain and sun checked from exposure to the elements.

HENDERSON — SMITH

The Henderson home, 48 Bourne Avenue, Rumford, was the scene of a pretty wedding Monday, April 23, when Miss Margaret Henderson, daughter of Mr. and Mrs. Daniel Henderson, became the bride of Mr. Carl Smith, son of Mr. and Mrs. Robert Smith of Norwood.

The ceremony was performed by Rev. Loring B. Chase of Newman Congregational Church, Rumford, and the double ring service was used.

The bride was prettily attired in grey Canton crepe with trimmings of silver and blue and carried a shower bouquet of white Killarney roses. Her hair was held in place with a band of silver. Mrs. Annie Brown, sister of the bride, was matron of honor and Mr. Jack Henderson, best man.

Miss Sara L. Murphy played the wedding march as the bridal party entered the parlors, which were tastefully decorated with palms and cut flowers.

After the ceremony a luncheon was served, and the happy couple left for an automobile trip amid a shower of rice and confetti.

Best wishes for years of happiness and prosperity to Mr. and Mrs. Smith from all at DP.

EAST WALPOLE BOY SCOUTS

Eighteen Scouts with their Scoutmaster, Nils Lindequist, journeyed to Braintree, April 20, to take part in the annual meet held there. Nineteen troops were present and competition in Scout events was keen. Our troops were awarded third place in drilling, and would have received a higher rating if a few of the boys had not been chewing gum.

The boys are doing quite well in their tests, nine badges having been awarded recently.

The boys are looking forward to overnight hikes which will be taken up as soon as the danger of forest fires is over.

WALPOLE HOME BUILDING COMPANY

C. W. Conrad has moved from 101 Washington Street to Union Street, East Walpole.

Raymond Appleford has moved into the house formerly occupied by Mr. Conrad.

Frank O'Neil of Boston has moved into the bungalow at 3 Stone Circle, Norwood.

F. W. H. Fuller of the Building & Roofing Maintenance Department has moved to 4 Stone Circle, Norwood.

Percy Morrison of the Main Mill Maintenance Department has moved his family from Waltham to the house formerly occupied by Elmer Commo, 23 Water Street, Norwood.

The Walpole Home Building Company is building a new garage in the rear of the house occupied by Fred Duncan.

The Walpole Home Building Company is offering several prizes to its tenants for the best cared for lawns and greatest improvement in the grounds during the summer.

WESTERN NEWS

WINDI-CITI-ITES

Due to Frank Smith's ability to obtain "empties," the Mi'l beat the monthly record for cars shipped in March. Incidentally our shipping budget is being met to date for this month, which if continued will be over the March figures.

Rose Moore of our Stenographic Room left us this month to be married. "B. J." says its getting to be an epidemic.



Salesman Ranning and his two boys have a very pleasant outlook on life, judging by the smiles with which they are favoring the camera man.

Our blowing plant is progressing nicely and everything has turned out so far as previously planned.

"Bill" Hensley is being groomed for the road. We just know he will "clean up" on the road just as he did as warehouse man.

Several more Built-Up Roof orders have been obtained—New Public School, Des Moines, Iowa, 800 squares by Clark; East End Hotel, Chicago, 180 squares, by Williams; Sheridan Surf Hotel, Chicago, 200 squares, by J. Tuscher; Ulrichsville Pottery Co., Ulrichsville, Ohio, 400 squares, by C. T. Torrey.

Another Easterner has joined our group, Miss Caroline Hope Freeman. Yep, "Louie" has the smile that won't come off.

We were all sorry to learn of Jimmy Flaherty's wife's passing away last week.



Building Material Display—Warner Hardware Co., Minneapolis

Mr. Z. C. Dage, a teacher in the Peking Technical College of Peking, China, visited us to-day. Mr. Dage is a graduate of the University of Maine in Orono, Maine, and is now on a leave of absence from his college for a year, to travel and note world developments. He told us that slate and a tile-like material was used a great deal in his country for roofing and that little if any composition

roofing was used there, although he did feel there was a use there for asphalt shingles and roll roofing.

For the first time in months we were beaten out on shingle production and tied on roll roofing for the month of March. Norwood beat us out on shingles and Hamilton tied us on roll goods.

The Super-Twin Shingle is gaining favor each day and we have already received several nice orders for them.

We heard a fellow say the other day, that "an optimist was a fellow who expected to buy something from a Jew and sell it to a Scotchman at a profit."

WHAT'S THE MATTER?

Recent happenings in the ranks of manufacturers of prepared roofings have given cause for thought. Why is it that one of the oldest prepared roofing enterprises in this country is in the hands of a receiver? Why is it that another, equally old and supposedly prosperous, is tottering? Why is it that another factory had to be absorbed by a more experienced manufacturer to avert disaster? Why a sudden change of officers in still another company when danger loomed? Is there any good reason for these receiverships and reorganizations in the face of the most prosperous building record this country has ever known?

It is said that in 1922 thirty million squares of prepared roofings were sold in the United States. This was about three million more than in 1921. For 1923 the prospect is even better. Yet the fact is there is an overproduction of prepared roofing. Competition is keen, prices are cut, and only the best of management insures profitable business. Like every other line of enterprise, when demand appeared to be unlimited and profits large and certain, capital rushed in and added machinery to the breaking point, so that now the capacity of the roofing machines of this country is greater than the demand for the product. It means that all the factories could shut down one day in six and still make all the roofing needed. But right there comes in the factor of personal responsibility—in other words, good management. No roofing manufacturer is going to curtail his output so long as he can sell all he makes; and so the successful men in the business will keep right on running their machines to capacity, while the unsuccessful will do a variety of things—from shutting down part time to going into bankruptcy.

For this very reason a price agreement, even if one were contemplated, which it is not, would be impossible. On the other hand, prices have been slashed to the danger point. Buyers have profited and still are profiting by over competition and roofing is sold at so close to cost of manufacture that it is the cheapest building material in the market to-day.

—From *The American Roofer*.

The person who sent this clipping to us answered the question in the heading in this way, "Advertise."

THIRTY-THREE YEARS OF SERVICE AND STILL GOOD

The following letter received by our Sales Department, speaks for itself:—

North Brookfield, Mass., April 23, 1923.

Messrs. Bird & Son,

East Walpole, Mass.

Gentlemen:

In 1890 we shingled the First Congregational Church of this town, using your Black NEPONSET Paper under the wooden shingles.

Last November we reshingled this church and found the NEPONSET paper was in such a good state of preservation that we used it again for the same purpose. We thought it would interest you to know of the wonderful wearing qualities of your paper.

(Signed)

Yours truly,
Wm. F. Fullam & Co.

CANADIAN NEWS

HAMILTON

Hamilton Blowing Plant was started on the thirteenth, and the results attained were far beyond our expectations.

The Hamilton Blowing Plant was designed by Messrs. Roberts of Bird & Son, inc., Chicago, and Pullar of the Indian Refining Company, and they are to be complimented on the success of the operations along with our mechanical departments, and especially, Mr. L. S. O'Dell, for the manner in which the work was executed.

Aside from the Quality question of the flux blown, we consider our Plant very efficient, and we have been able to blow a 30-ton batch from a Melting Point of 100 to a Melting Point of 220 in slightly over 5 hours.

The fume question which we expected to give us considerable trouble is almost entirely overcome. With a small addition to our spray tower, we hope to eliminate it entirely; even as it stands to-day, it is not offensive, and very little oil is coming out with the fumes. We hope before very long to entirely eliminate both fumes and oil.

PONT ROUGE

Pont Rouge has experienced the worst winter in its history. Ordinarily, they get good water no later than the 20th of March. This year, however, it went through until almost the latter part of April.

When the writer was at Pont Rouge a few days ago, about April 20, they still had two or three feet of snow, zero weather, and ice 34" thick in the river.

This has been a serious drawback to us due to the demand for felt at this time of the year, but we have just been advised by Pont Rouge that the water is now at its best and that they are going full steam ahead.

We hope that low water conditions at Pont Rouge are a thing of the past. During the winter there has been completed at the head of the Jacques Cartier River at the mouth of what is known as Lake Jacques Cartier a dam 300 feet in length and 13 feet high. This will allow a storage in Lake Jacques Cartier of 1,600,000,000 cubic feet of water. The area covered is 4½ square miles.

SUGGESTIONS

Hamilton and Pont Rouge

The following suggestions have recently been accepted and prizes awarded for each:—

Smaller sprocket wheel to speed up worm on sand section.	A. McCulloch, Maint'ce
Loose ladder in formula chest.	R. Bedard, DRB
Parcel post packages to mail man instead of carter.	Orville Pugh, Office
Flanged pulley.	A. Jobin, DRP
Guard over belt pulley on slitting machine in Wallboard Section.	W. McLennan, Maint'ce

VETERANS' ROLL OF HONOR

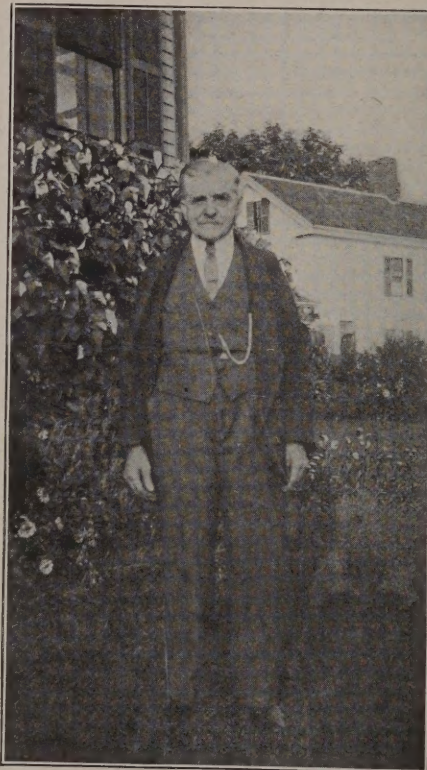
We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during May, together with the names of our veterans who complete over 20 years of service this month:

Name	Department	Date	Yrs.
John H. Smith	Yard	May 14, 1878	45
Fannie Murphy	Box Shop	May 1, 1886	37
Dennis Cullinane	Maintenance	May 14, 1890	33
Annette S. Blaney	Library	May 17, 1897	26
Albert Ericson	Watch	May 1, 1899	24
Harry L. Tower	Box Shop	May 12, 1901	22
John Kirby	Box Shop	May 16, 1903	20
Albion Gottberg	Maintenance	May 16, 1908	15
James A. Clark	Power and Steam	May 5, 1913	10
Helena White	Stenographic	May 8, 1913	10
A. H. Anderson	Auditing	May 1, 1918	5

Robt. O. Fisher	Stores	May 1, 1918	5
Fanny Milesky	Box Shop	May 3, 1918	5
William Jarlis	Paper Mill	May 6, 1918	5
Winifred Rhind	Credit	May 6, 1918	5
Martin Flaherty	Paper Mill	May 9, 1918	5
Jeremiah Coughlin	Laboratory	May 10, 1918	5
Katherine Proctor	Box Shop	May 16, 1918	5
John Ellis	Floor Covering	May 16, 1918	5
James W. Houlihan	Paper Mill	May 25, 1918	5
Wm. J. Ivatts	Bldg. & Rfg.	May 28, 1918	5
Leona A. Wentworth	Mail Room	May 29, 1918	5
Thomas Foley	Maintenance	May 31, 1918	5
Nena Holmberg	Box Shop	May 31, 1918	5
	Phillipsdale		
J. Mederoes		May 3, 1918	5
F. Valentine		May 17, 1918	5

GEORGE W. LEWIS, OUR OLDEST OLD TIMER, PASSES ON

On April 12th, George W. Lewis, who started to work here in 1853, seventy years ago, died at his home in Norwood. For many years Mr. Lewis has been retired from active service, but, up to within a few years, he enjoyed excellent health. During his lifetime, he worked under four generations of the Bird family, and saw many changes in the business, of which he occasionally could be induced to tell.



The Late George W. Lewis

In the Civil War, he served in the 18th Regiment Band. Later, he was one of the organizers of the Norwood Band and, for 12 years, he was its leader.

In 1853, when 16 years of age, Mr. Lewis began work as a cutter boy and worked continuously, in various capacities in the paper mill with the exception of the time he served as a member of the 18th Mass. Regiment in the Civil War, until 1912, when he was retired.

Mr. Lewis made his home in East Walpole for many years up to three years ago, when he moved to Norwood. He is survived by his wife and one son, Bernard.

Athletics



FIRST BASEBALL GAME OF SEASON

Bird & Son, inc. vs. Lewis Manufacturing Co.,
May 8, 1923

In order to stimulate interest in inter-plant baseball, representatives of four factories met Tuesday evening, April 24, and formed an industrial twilight league of four teams, namely, Bird & Son, Hollingsworth & Vose, Multibestos, and Lewis.

The following were chosen Directors and a Committee on Rules and Regulations: Corbett McLean, H. & V.; Fred Duncan, Bird & Son; Harold Young, Lewis; Thomas Bateson, Multibestos; and F. R. Smith.

Rules and Regulations

This league shall be known as the Walpole Industrial Twilight League. League opens May 8, 1923.

The season shall be eight weeks long, sixteen games for each team. Continue at the discretion of the Directors.

Games to start at 5.45 o'clock; seven inning games.

The high school field and East Walpole playgrounds will be the grounds used.

Spaulding Official Ball to be used exclusively.

Home team provides base balls; each team their own paraphernalia.

Each team is allowed six outside men and no more.

Players will not be allowed to change from one team to the other after season opens.

Umpires will be chosen by the managers, two for Walpole, two for East Walpole.

League games to be played Tuesday and Friday evenings.

Voluntary collection shall be taken up at each game by the Manager of Home Club. All money shall be handled by Miss Levangie of H. & V. Co., who shall be known as the League Treasurer. Umpire and managers will decide ground rules before each game.

Drawing for opponents was made at this meeting. Bird & Son will meet Lewis at East Walpole and Multibestos will meet H. & V. Co. at Walpole on May 8. H. & V. Co. will meet Bird & Son at East Walpole, May 11.

TENNIS EQUIPMENT

A full line of tennis rackets and other equipment may be obtained at the Labor Bureau at a saving of 20%. For further information see A. W. Smith, GL.

TENNIS

The coming of the first warm days of spring caused the tennis enthusiasts to haul out their rackets and look over their shoes in anticipation of the 1923 season. By the signs of interest already shown, the season promises to surpass all the preceding.

At the regular meeting of the Tennis Club, held Wednesday, April 18, A. W. Smith of the Labor Bureau was elected President and J. M. Brown of the Accounting Department was elected Treasurer.

It was voted to have all courts put in first class condition as soon as possible and to keep them in good condition throughout the season.

It was also voted to have both a spring and fall singles tournament—the spring tournament to begin not later than June 1 and to end not later than July 15. The fall tournament is to begin about August 1 and to end about September 15.

In all tournament matches, Wright and Ditson balls, which may be obtained at the Labor Bureau, are to be used.

THE BLUEBIRDS

A very pleasing program was presented by three talented young women, calling themselves the "Bluebirds," Friday evening, April 13. The program consisted of readings and vocal numbers, several in costume, which added to the charm of the numbers. Miss DeCosta gave several well rendered piano solos, and also entertained with some unusually clever Italian impersonations. The young ladies gave a series of old-time songs and dances, including the minuet, and a dainty Pierot-Pierette number, from "The Land of Make Believe." The Bird Club Orchestra, which furnished music for dancing, is gaining a well deserved reputation for excellence.

BIRD CLUB ENTERTAINMENT

The Bird Club entertainments went over the top on Friday evening, April 27, with a concert by the Tufts College Glee and Mandolin Clubs, given in Bird Hall to a capacity audience.

The Jumbo Boys, 33 of them, proved themselves artists, not only in the high quality of their music, but in their ability to delight such a mixed audience.

They gave *everybody* present something to *enjoy* and to *remember* and were equally at home in classical selections, like "The Sword of Ferrara" by Bullard, and an inimitably comic rendition of the story of Romeo and Juliet.

Into the typically college pieces they put plenty of pep and punch.

The concluding number was the Tufts song, "Hurrah for the Brown and Blue," for which the Tuftonians in the audience were called to the platform—including Miss Cavanaugh, G, Rouillard, FF, and Rockwell, PBL.

The Jazzbonians furnished music for dancing until nearly midnight and apparently a good time was enjoyed by all.

HEALTH IS THE BEST WEALTH!

Mike is known to all for his unfailing good humor. In the five years he has been with the company no one has ever seen him with a frown and the payroll records show that he hasn't missed a day through sickness. The foreman says he can do more work than any two men in the shop and it is confidently expected that when promotions come, Mike will move up.

The secret of Mike's good health and good nature is that he keeps fit. A look at the contents of his dinner pail tells why. It is all good wholesome digestible food. Mike never reads health magazines and doesn't know anything about vitamins and carbohydrates, but he does know the foods that are good for him. To-day he has brought three sandwiches, one meat, one egg, and one cheese—two of them of whole wheat bread and one of white. There is also a piece



"NOW GOOD DIGESTION WAIT ON APPETITE
AND HEALTH ON BOTH"

of cake and a big red apple. The milk wagon calls every morning and he has a standing order for a pint. Mike never takes pills, tonics or blood purifiers. He is a stranger to constipation and indigestion, and he walks to work. He may feel tired when he gets home at night, but it is a healthy fatigue and he wakes up next morning after a good night's sleep feeling as fresh as ever.

Steve, who works next to Mike is a chronic frown. His favorite sport is relating the symptoms of his numerous diseases to anyone who will listen to him. He has a grievance against the foreman, the superintendent and big boss and most of the men in the plant, and is always claiming that you have to have a pull to get promotion. When the whistle blows at noon he rushes for his dinner pail and swallows three or four sandwiches, an enormous piece of cake and a couple of pieces of pie. He insists that he has to eat a man's size meal to keep up his strength to do the hard work in the factory. By three o'clock the pint of coffee he drank with his lunch has lost its kick and he is convinced that hard work is ruining his health. He has frequent headaches and never fails to carry a box of cathartic pills and a package of aspirin tablets with him. Steve worries con-

stantly about his health, his work and affairs at home.

It isn't necessary to read all the health books ever published and take up every new fad that comes along to keep in good condition. Eat moderately of good, wholesome foods, take plenty of exercise, sleep with the window open and don't worry. Eat pie and cake if you want to but go slow on them. Eat plenty of fresh fruits and coarse vegetables, such as turnips, tomatoes, carrots, parsnips. Eat whole wheat bread frequently although it may become tiresome as a steady diet. Prunes and figs are valuable and if you eat these along with coarse vegetables there's no danger of getting the pill habit.

Coffee and tea are not particularly injurious to adults but it is not advisable to drink them with every meal, even though it may not seem to harm. Milk is a safe drink as well as a valuable food, both for adults and children.

Above all, keep cheerful. It's a fine aid to digestion. If you aren't blessed with a naturally pleasant disposition, you can cultivate one and it will be well worth the effort.

Health is better than Wealth!

SWAT THAT FLY

"A pair of flies born in April may give origin to millions by August. Do not let those millions come into existence. Keep the first pair from breeding."

According to the best information given out, the time to begin a campaign against flies is in April or May before they have begun to appear in numbers and the thing of prime importance is to prevent them from breeding. Strict cleanliness and the immediate destruction of all filth as well as the proper screening of all out houses, homes, markets, bakeries, and food establishments are precautions urged. Garbage kept in receptacles with close fitting covers should be emptied and washed out frequently.

With the first spring days flies seem to come into existence simultaneously with the soft warm rays. Thus the date set for the campaign is declared to be extremely timely. As an enemy of mankind the house fly is the most dangerous animal that exists, for it has carried to death more human beings than have all the beasts of prey and poisonous reptiles put together. Each year thousands of people die from disease transmitted by this little insect and everyone is urged to join the campaign to begin an early war on the deadly house fly.

DON'T READ THIS

If you are a DUMB-BELL, or foolish, or crazy, or have all the ready money you need, or are sick enough to die to-morrow,

BUT

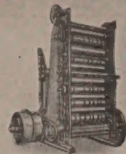
If you are A LIVE WIRE, wise, sane, like to have a little lump of extra dough once in a while to lay your hands on,

THEN READ THIS

Save a little money each week by joining THE CREDIT UNION.

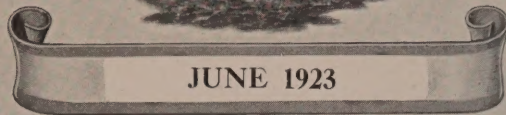
Ask any member how glad he is that he joined and can draw a little bunch of money any time he needs it, or what fun it is to stick it away and watch it increase.

See your foreman or call on the Treasurer of the Credit Union at The Labor Bureau for full particulars.

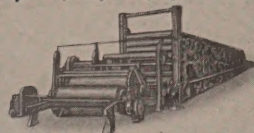


Neponset

Review



JUNE 1923



PATH AND BRIDGE AT HEAD OF BIRD POND

ACCIDENT REPORT FOR APRIL

Paper Mill, Maintenance, and Power and Steam All Have Clean Records

Department	Standing			Standing
	No. of Emp.	Accidents	Days Lost	
DM.....	258	0	0	1.000
EM and ER.....	153	0	0	1.000
FX1 and 2.....	214	2	5	.963
FF.....	206	2	18	.930
FB.....	260	3	22	.926

Not a lost time accident occurred among the 411 employees at the Paper Mill. A fine record. Less accidents occurred, and less time was lost, during April than in any month since April, 1922. At that time we had five accidents.

Only one of the accidents that occurred last month was due to machine work. This was when Michael Damules, at FB, caught his finger beneath a rubber press roll while feeding paper around cooling drum. Michael only lost one day, however. FB also had two other accidents, which places them at the foot of the list. William Lovejoy slipped on the floor and struck his head which necessitated 15 days lost time; and Attilio Marocco strained his back pushing a box of sand.

Otto Manniman, FX1, had a slight abrasion of one of his fingers which developed into an infection and necessitated his losing one day. Mytro Karbut, FX2, strained his back while lifting rolls.

FF had two accidents. James Weir tripped over some hose at a fire drill and sprained his ankle. Clarence Hagman hit his finger while driving a nail.

Taken as a whole, this was a very satisfactory record, but, in going over them, it is noted that everyone was due to carelessness on the worker's part.

LET'S ALL SEE IF WE CAN'T AVOID
THESE NEEDLESS ACCIDENTS.

—Safety Committee.

KEEP TO THE LEFT!

Yes, keep to the left—if you are walking on the side of a road where automobiles are continually passing in both directions. We have always had the old principle—"Keep to the right"—dinned into us, and a great many of us do not realize that this applies only to vehicles.

Pedestrians are safer on the left. Figure it out for yourself. When you are on the left hand side of the road, it is the automobile coming toward you from the front that is on the same side you are. You can see it, and you know just how much room you have. When you are on the right, it is the automobile coming toward you from the rear that is on the same side of the road. You cannot see it without turning around or walking backwards.

Just try it some Sunday afternoon when you are out for a walk, and see how much pleasanter you will find it. Automobiles may come and go and you will have to pay no particular attention to them. Keep to the left.

—W. M. S.

When you play, play hard; when you work, don't play at all.

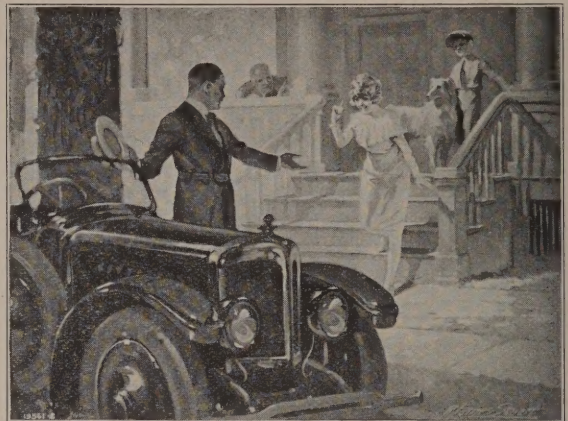
—Roosevelt.

AUTOMOBILES AND SAFETY

"Yes, I'll go with you if you will promise to drive safely," says the young woman to her escort as he waits at the curb with his new car. And Father, as he looks over his paper from his seat on the porch adds: "She's right, John. Be careful."

The expert driver is not always the safest driver. The skilled workman is not always the safest worker in the shop. The champion long distance hiker may die a jay walker's death. It's the thought we put into our work and our play which determines our success or failures.

The man at the wheel has a responsibility towards others on the streets and highways which requires the utmost in careful and continual driving. These suggestions for



motorists, broadcasted simultaneously by the National Safety Council from 60 of the nation's most powerful radio stations recently, should be borne in mind by every driver of an automobile or truck:

Driving Hints

(1) Always test your brakes before you have gone a block from your garage in the morning—and if the brakes are not working properly, have them adjusted or repaired at once. Never drive your motor vehicle unless the brakes are in safe working condition.

(2) Use your horn sparingly and your brakes frequently to prevent accidents.

(3) Always keep fifteen or twenty—twenty-five feet is better—behind the vehicle ahead of you when travelling at a speed of more than fifteen miles per hour. If the vehicle ahead of you strikes another vehicle or stops suddenly to avoid an accident, you will find that you cannot stop quickly enough to avoid hitting it unless you have sufficient distance between you all of the time.

(4) Keep a sharp lookout for children and never drive more than fifteen or twenty miles an hour when there are children nearby.

(5) Be sure that your headlights and tail-lights are lighted when travelling after sundown. And check up on your headlights to see that they do not glare in the faces of motor vehicle drivers going in the opposite direction. Always dim your headlights when approaching a car going in the other direction on a country road.

(6) Always remember that "speeding" is not limited to sixty miles an hour or more. You may be speeding when going ten or fifteen miles an hour in congested districts. The charge of "speeding" implies "excessive speed under existing conditions."

(7) Remember that the courteous driver is usually the safe driver. Half of the road belongs to vehicles going in your direction. Give the other fellow his full share.

(8) Many accidents will be avoided if we give the other fellow the right-of-way in traffic. Your "right of the road" is of no value or importance after the accident for the damage done is not lessened and the persons injured or killed in a collision is not benefitted.

"Say it with safety—and save the flowers."

WHAT IS THE CREDIT UNION FOR?

Some people probably have an idea that the Neponset Credit Union exists for the purpose of furnishing loans.

Well, it does. However, the furnishing of loans is secondary to its first purpose of husbanding savings.

Unless *someone* saves *no one else* may borrow.

Primarily then, the purpose of the Credit Union is the promotion of personal thrift. It is thrift both to save and to borrow. Everyone can, if he will, save a little something each week.

He can say "no" to the little frittering money-catching pleasures because he has his mind made up to saying "yes" to something that, just because it costs more, is more worth while.

He can school himself to small denials to the end of a more expensive indulgence.

Anyone who does this soon finds the personal discipline job an asset. It also gives one a sense of values. I believe that it ought to be, and is, the Credit Committee's close scrutiny of the would-be borrower's sense of values that determines the granting of loans.

It is thrift to borrow when the borrowing is to some positive end.

Most of our loans are character loans, viz., being unsecured, are based on personal standing.

The *purpose* for which a loan is negotiated, if honestly stated, often gives the cue to the Credit Committee in determining its decision, keeping in mind, as they are bound to do, that the primary purpose of the Neponset Credit Union is the *promotion of thrift*.

Why don't *you* start saving something this week and get the habit?

—H. E. R.

BOY SCOUTS

Five members of the East Walpole Troop, with several other boys from the Old Colony Council, journeyed to Boston to the Shepard Stores where they sang Scout songs which were broadcasted by the radio, Tuesday, May 29th.

The boys took part in the Memorial Day parade in Walpole and also decorated the graves of the East Walpole Scouts who have died, Jesse Silva and Chesley Jones.

June 15th and 16th, Major General Brewster has invited the boys of the Old Colony Council to Fort Revere, at Pemberton. They will sleep in army tents, eat army food and generally live the life of a United States soldier. In the afternoon of June 16th, there will be a short demonstration of different phases of Scout work, followed by general dancing. Governor Cox, Mayor Curley of Boston, and other men of prominence will be present and will receive the officers. Parents of Scouts are invited to visit the Fort on the afternoon and evening of the 16th.

The local Troop is aiding the work of the National Recreation Society in improving the landscape along the main highways of the town by clearing up debris, cutting brush and generally making the roadways tidy.

Now that the danger of forest fires is greatly lessened, the boys are planning several overnight hikes.

The parents of the boys are cordially invited to the meetings which are held Thursday evenings in the Bird Club auditorium. The Scout Masters feel that the presence of the parents will greatly stimulate the interest of the boys in scout work.

The East Walpole Council is raising funds for the running expenses of the Troop for 1923. This includes \$250.00

which is our membership fee in the Old Colony Council. If you have not already contributed the Council would be glad to hear from you. Make checks payable to East Walpole Council, Boy Scouts of America, and send to Department G.

GIRL SCOUTS

At the regular meeting held on Friday evening, May 18, several guests were present. They were Miss Rhind from East Walpole, and Elizabeth and Emily Kimball, with three of their Scout friends from Needham. It seemed like old times to have Elizabeth and Emily present again.

At the same meeting, much excitement was caused when Captain Smith was called to the door to find a large, well-filled May Basket hanging there. After the meeting was over, the Troop journeyed to the home of Lieutenant Whittier, to hang a May Basket at her door.

On Saturday, May 19, six Scouts hiked to Allen's Camp with Captain Smith and cooked their supper, returning, happy but tired, just



All Ready to Hike to Allen's Camp

before dark. Those who went were Olga and Gladys Anderson, Madeline and Gladys White, Arabelle Bridgman and Catherine Geary.

Saturday, May 26, was Girl Scout Day at Sharon Bird Sanctuary.

Lieutenant Whittier was sick with tonsillitis for several days.

Saturday, May 12, was the day of the State Review at The Boston Arena. The entire Holly Troop attended with Captain Smith and Lieutenant Whittier. Captain Riley and Scout Dorothy Park of the Thistle Troop also attended. Much enthusiasm and interest was aroused. The members of the Troop Committee also attended.

Ten tests of a Sportsman may be given as follows:

- (1) He does not boast.
- (2) Nor quit.
- (3) Nor make excuses when he fails.
- (4) He is a cheerful loser.
- (5) And a quiet winner.
- (6) He plays fair.
- (7) And as well as he can.
- (8) He enjoys the pleasures of risk.
- (9) He gives his opponent the benefit of the doubt.
- (10) And he values the game itself more highly than the result.

Getting Acquainted with Some of our New England Salesmen

L. H. Greene

If Lee H. Greene had continued to live in the village of Wytotitlock, Me., where he was born in the year 1888, there would have been at least 116 people there at the time the last census was taken but because he didn't the population is recorded as just one less.

It didn't take Lee long to realize he was a "12 o'clock fellow in a 9 o'clock town" so at the tender age of 8 years he started out to see the world. From this time until he cast his first ballot for the Prohibition Party most of his spare moments were spent in securing an education.



After leaving college he was for about a year in the wilds of Canada doing field work with a company of civil engineers. Leaving this work he laid what was evidently the foundation of his selling career by working for a short time with the Blau-gas Co. of Long Island City, N. Y. After a brief experience with this concern he tried his hand

at newspaper reporting until the year 1913 when he finally came to the decision that his real vocation was in the selling field, so having a desire to make a connection with the best roofing concern in the country he naturally, decided upon Bird & Son, inc., and has been a member of our Sales Force ever since.

Lee is a married man and spends all his spare time in the company of Mrs. Greene and three lovely children. His favorite hobby is motor boating and he likes nothing better than to get out on Moosehead Lake in his speed boat which, by the way, is one of the fastest on the lake and burns up the water.

The territory he covers for Bird & Son consists of Northern Maine, where he has made a splendid record for himself.

L. K. Giberson

L. K. Giberson, better and more familiarly known as "Pete" was born in Burlington, N. J., and either because of modesty or shyness he neglects to give us the date but we are going to be real charitable and assume that his reasons for this omission are good ones.



After attending the public schools in his native town he completed a course of instruction at the Burlington Military College.

His first job was with the Keystone Watch Co. of Philadelphia and after working with this company a short time he was transferred to the Wadsworth Watch Co. of Dayton, Ky.

Subsequently he became connected with the Dueber Hampden Watch Co. of Canton, Ohio, and upon

severing connections with this concern he accepted a position as Eastern representative of the Metropolitan Pavingt Block Co. Previous to coming with Bird & Son he was a member of the selling force of LeStage Mfg. Co. of North Attleboro, travelling in New England, New York, New Jersey, Pennsylvania and Maryland. He

left this company to enter the service and after his release joined the sales force of Bird & Son, inc., in September, 1919, covering Rhode Island and Eastern Connecticut. Subsequently his territory was changed to South Eastern Massachusetts which he covers at the present time.

"Pete" is one of the leading summer residents of Marthas Vineyard Island where he is well and familiarly known. Up to a short time ago he led a life of single blessedness but rumors coming to us as this goes to print seem to indicate he has taken a high dive into the sea of matrimony where we wish him everlasting joy and happiness.

John Cormack Donnelly

John Cormack Donnelly first saw the light of day on September 18, 1882. The big event took place right here in Walpole, almost within the shadow of our mills.

John obtained his education in our local public schools and his first position was with the N. Y., N. H. & H. R. R. where he spent 5 years, resigning to enter the employ of Bird & Son. He was with Bird & Son for about 10 years, the greater part of which time was spent in selling, when he resigned to enter the employ of Cabot, inc. After spending 5 years with this concern he became Sales Manager for the Multibestos Co., and about a year ago he resigned from this company and re-entered the service of Bird & Son, inc.



During his career as a salesman, John has covered practically all parts of the United States and Canada and his splendid disposition and "he-man" qualities have won for him more friends and acquaintances than probably 10 ordinary men have. As a youngster, he was the town champion for his size and weight in the manly art of self-defense in wrestling, and since growing into manhood has added somewhat to his list of accomplishments because aside from his splendid rendition and technique on the (player) piano, which is something to be long and pleasantly remembered, he has developed into a "singer of parts."

John covers what is known as the Boston Office territory and we can say, without exaggeration, that there isn't a dealer in this whole section who isn't glad to receive a visit from him.

John is a great home man, and practically all of his spare time is spent with his wife and young son who, by the way, bids fair to being a "chip of the old block."

Chas. A. Canty

In a modest sort of a way Charles A. Canty or "Charley" as he is known to all the members of the Sales Force, acknowledges that he was born in Reading, Mass., on March 7, 1894.

After graduation from the Reading High School he took a course at Boston University and Wentworth Institute.

His first position was with the Boston & Maine R. R., where he remained for about a year, resigning to enter the employ of Parker, Holmes & Co., jobbers and manufacturers of fine shoes. After spending some time in the selling end of the business he enlisted in the Navy and served throughout the late war. It is quite evident he spent little time worrying about German submarines because investigation of his record shows he came out of the Navy 50 lbs. heavier than he went in.

After the war he re-entered the service of Parker, Holmes

& Co. and travelled for them in Virginia, West Virginia, Kentucky and Tennessee.

In January, 1921, he entered the employ of Bird & Son and covered the State of New Jersey. In November of the same year he was transferred to a territory made up of Oxford, Cumberland, and York Counties in Maine and Rockingham and Strafford Counties in New Hampshire where he has built up a fine business in the products of Bird & Son, inc.

Charley is a married man and makes his home in Portland, Me.



SEVENTEEN MEMBERS OF THE GREAT HARDWARE CORPORATION VISIT BIRD'S MILLS

May 9th we had the pleasure of acting as host to seventeen representatives of the Treat Hardware Corporation of Lawrence, who visited our Norwood and East Walpole plants.

The Treat Hardware Corporation have long been distributors of Bird's Building and Roofing products, and Bird & Son are proud to number them among their best and most enthusiastic dealers.

After spending the afternoon at the mills, the following gentlemen had dinner at the Bird Club as guests of the Building and Roofing Department:

A. E. Jones, M. B. Meserve, G. Donovan, H. Irving, R. Bazin, J. Proctor, E. McAskill, T. J. Scanlon, J. G. Kellett, J. J. Donovan, F. Bourget, R. Kay, N. Herrick, R. Dyson, W. J. Toohey, H. G. Neale, W. Ostler.

The number of visitors to our plants is becoming greater, and the more who come the better Bird & Son are pleased. Dealers in New England carry a considerable investment in roofing and floor covering, and in these days of keen competition they know that the more their salesmen learn of the actual methods of manufacture, the better posted they will be as salesmen.

There is probably not a hamlet in New England which does not sell in some form or other building materials

roofing, floor covering or something that is made in Bird's mills. We might go further and say that there is hardly a family which does not in the course of a year buy considerable merchandise which is shipped to them in Bird's Fibre Cases. Very likely that same family has a NEPONSET rug on the floor or a Bird's Roof on one of the buildings.

We expect many dealers in our various products to visit our mills this Spring and hope that the Treat Hardware Corporation will find time once more before the year closes to send their salesmen here.

LAST BIRD CLUB ENTERTAINMENT OF THE SEASON

The last meeting of the Bird Club, held May 17th, was a distinct success, both from the viewpoint of the entertainment furnished and the quality of the dance music which was enjoyed after the regular performance.

The various acts which made up the vaudeville program were all of high type and were put across in a very acceptable manner. Especially worthy of praise was the work of the Garden City Three, which consisted of character comedy sketches, songs, instrumental music and dialogues.

Miss Cecil Basil, late of the "O'Brien Girl," and her partner, contributed songs and some very clever dancing. The dancing was particularly enjoyed as it was the first time this kind of dancing had been on a Bird Club program.

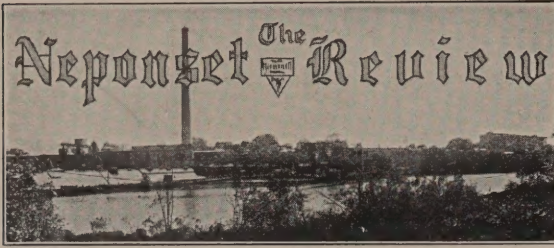
The novelty of the evening was furnished by Harry LaToy, comedy juggler. This was also an innovation and was thoroughly enjoyed.

The other numbers were all very good and were appreciatively received.

F. H. W. sends in Rockefeller's favorite story: "If you don't turn out for me I'll fix you—I'll do to you what I did to the last fellow that wouldn't!" So he got a free road. When asked what he had done to the previous man he replied, 'Why, I turned out for him'."



Most of the Treat Hardware Company Staff in Front of Their Lawrence Store



Vol. XI.

JUNE 1923

No. 6

Published Monthly for the Employees of Bird & Son,
Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

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Sales	P. H. BAILEY
Library	A. S. BLANEY
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Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

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F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

For, lo! the winter is past, the rain is over and gone; the flowers appear on the earth; the time of the singing of birds is come, and the voice of the turtle is heard in our land.

—Song of Solomon.

DO YOU CONSIDER THE OTHER FELLOW'S SHARE?

On this business of being able to do things alone. In our pride of personal power we believe it to be possible. But, like so many of our "beliefs" about which we prattle, there is no real foundation for it, in fact.

Take, for example, one of the simplest of tasks. I say, "I will go out in my back yard and grow an onion, or a cauliflower, or a hill of beans. I will compel the universe to do my bidding."

Now, in a sense, I am entirely right. Without personal initiative there can be no accomplishment. It is personal initiative that opens the door to opportunity. Personal initiative compels means toward ends. Until I assert myself to dig and plant and hoe, neither the onion, the cauliflower, nor the hill of beans will grow for me. So soon as I turn the soil and plant the seed I take advantage of the universe. Soil, fertility, sun, rain, the nitrates in the air, electricity, the very principle of life and growth, acknowledge me their master. And yet, let me alone. What appears to be my personal control of natural forces is really social. My every act as a member of

society is in conjunction with countless members of my fellow men, a bewildering complexity

So soon as I take my spading fork in hand to turn the soil, I call to my aid all the men who have contributed in any way to the making of the fork, from him who first conceived the idea of stirring the soil with a stick to, and including, all who have improved that first rude implement to its present perfection of shape in hardened steel.

Further than this, I must include every one who has helped in the manufacture of the fork from the iron ore in the mines of Michigan and the hickory tree in the forests of Indiana. This will include, of course, all who have helped in the construction of all the machinery and tools used in the manufacture and all the rolling stock and road beds used in the transportation of the fork to my hands. It must include even the clerical workers incident to these processes, and all connected with the sales end, both the raw-stock and the finished product. If my bill is made out on a typewriter, how many men does this involve; or, if I pay cash and it is rung up on a cash register?

How many men participate in the manufacture of the two-dollar bill which I proffer in payment, or in the making, from mine to mint, of the few paltry coins which I get back as change. I have thus but begun to hint at the hordes of helpers who go with me as I saunter in the early evening hours to dig my garden.

And my purpose in writing these lines is to suggest the complexity and the mutuality of our every task.

More or less consciously, we are taking advantage of the thought and labor of others.

Are we consciously contributing our share?

—H. E. R.

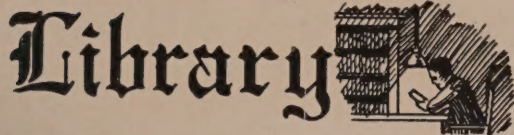
Whenever you go out of doors draw the chin in, carry the crown of the head high, and fill the lungs to the utmost; drink in the sunshine; greet your friends with a smile and put your soul into every handclasp.

Do not fear being misunderstood; and never waste a minute thinking about your enemies. Try to fix firmly in your mind what you would like to do, and then without violence of direction you will move straight to the goal.

Keep your mind on the great and splendid things you would like to do; and then, as the days go gliding by, you will find yourself unconsciously seizing upon the opportunities that are required for the fulfilment of your desire, just as the coral insect takes from the running tide the elements it needs. Picture in your mind the able, earnest, useful person you desire to be, and the thought you hold is hourly transforming you into that particular individual.

All things come through desire, and every sincere prayer is answered. We become like that on which our hearts are fixed. Carry your chin in and the crown of your head high.

—Elbert Hubbard.



LIBRARY

"Of the making of books there is no end," may suggest the vast number of books we have the inclination to read but cannot for lack of time. Man's capacity in the amount of reading he is able to do in a lifetime is well summed up by a "reader" for a well-known publishing house, as follows:

"Probably the utmost limit of the number of books a person can read in the course of a lifetime is 6,000, and to read that many from cover to cover would mean the strictest application to the job, leaving no time for anything else. By reading two books a week over a period of forty years one can know the actual contents of only something over 4,000 volumes."

This seems a little discouraging, but is a plea for the careful selection of books and an argument against the purchase by individuals and libraries of any one author's complete works, but only what has been judged his best.

Magazine reading is an offset. Perhaps too much has been said against magazines as supplanting the reading of books. A worth-while magazine covers a great deal of information in a little and from its variety of subjects offers generally some material to suit our varying moods, keeps us in touch with the latest developments in science and movements in the political and educational world, review of good books and general world events.

The North American Review which we have in our library is a magazine of this type: we wish it had a larger circulation here.

Some of the new, readable books in our library:

I Can Remember Robert Louis Stevenson by Rosaline Masson: a compilation of reminiscences, and letters contributed by his relatives, friends and chance acquaintances which is much appreciated by admirers of Stevenson.

Old Morocco and the Forbidden Atlas by C. E. Andrews: a fascinating description of life and landscape in this interesting old country.

Joseph Conrad's recent visit to America is a reminder of some of his books in our library. A Set of Six, The Rescue, and Shadow Line.

Furniture of the Olden Time, Earle and the Next to Nothing Little House, two interesting books for collectors and others interested in antique furniture.

Careers for Women: Catherine Filene, whose interest in the advancement of women in industry has led her to compile this valuable material which will guide young people in the choice of a career.

Confessions of a Book Lover by Egan.

Home Vegetables and Small Fruits by Duncan and Vegetable Gardening by Watts: two books which will appeal to the amateur gardener.

Some of the new stories:

Judgment of Charis

The Country Beyond

Wintergreen

Secret Places of the Heart

All the Way by Water

The Red House Mystery

Tangled Trails

Rangy Pete

The Beloved Woman

A Market Bundle

The Lost Mr. Linthwaite

Reynolds

Curwood

Laing

Wells

Payne

Milne

Rayne

Morton

Norris

Lyons

Fletcher

PLAYED BY REQUEST

"I note the paragraph on your menu wherein you state that the orchestra will play anything on request."

"Yes," replied the manager. "Their repertoire is very extensive. What do you wish them to play?"

"Tell 'em to play pinochle until I have finished my meal, and I will be very grateful."

A FERTILIZER THAT GROWS GRASS AND KILLS WEEDS

A Method of Reducing or Eliminating Weeds from Lawns as developed by a wide series of experiments extending over 20 years at the Experiment Station of the Rhode Island State College.

All lawn grasses require in order to grow at their best, that the soil be supplied with plenty of plant food in the three elements found in all commercial fertilizer, namely nitrogen, phosphorus and potassium. Most grasses and weeds also require that the soil be not sour, but Rhode Island and other Bent Grasses which make an even turf and which stand close clipping, grow well in an acid soil. Fescues, if used by themselves, also grow well in an acid soil.

The usual fertilizers employed for top-dressing lawns in the spring do not develop acidity and permit the coarsely growing weeds to crowd out the grass.

Nitrogen is commonly furnished in nitrate of soda, which tends towards an alkaline reaction. By substituting a similar amount of sulphate of ammonia, which is not more expensive, an acid condition of the soil is gradually produced which weakens the weeds while not affecting either the Bent Grasses or the Fescues. Thus in two or three seasons the weeds will entirely disappear, or in new lawn will never become troublesome.

The phosphorus can be applied in acid phosphate and the potash in muriate of potash as usual. Different soils require different amounts of plant food, but a good proportion for average conditions is 250 pounds sulphate of ammonia, 400 pounds acid phosphate and 250 pounds of muriate of potash to the acre. A smaller amount than this should be used on newly seeded lawns.

At present no commercial fertilizers of this mixture is on the market, but the constituents can be obtained from dealers in fertilizer chemicals, and readily mixed when needed.

Precautions

It should be noted that a too heavy application of sulphate of ammonia will injure the grass as well as the weeds, but, in the proportions as noted, it may safely be used as freely as the common lawn fertilizers. It is necessary that the fertilizer be distributed evenly, when the lawn is dry, in order not to burn the grass. Where convenient it is well to sprinkle the lawn thoroughly after applying the fertilizer. Do not, in preparing the lawn or afterwards, use lime, wood ashes, or any substitute which will tend to produce an alkaline reaction.

It is also only reasonable to expect that lawns in which the weeds have for a long time had the upper hand, will only slowly be brought into a weedless condition.

Summary

Apply in the very early spring a fertilizer, as noted above, containing sulphate of ammonia, using somewhat less on new grass, and, if desired, somewhat more on well established lawns.

If not already seeded with Bent Grasses or Fescues, sow, or rake, in not less than 30 pounds per acre, a few days after applying the fertilizer in the spring, or late in the summer.

Apply the fertilizer as a top dressing regularly each spring; in lessening amounts as the weeds disappear.

Under ordinary conditions reseeding should not be necessary for at least ten years, but, if the grass is thin, reseed as originally seeded, a few days after applying the fertilizer in the spring.

Note

Three years ago we read a short article in a newspaper referring to the above fertilizer, and, as our lawn was in a very bad condition from weeds, we decided to try it out.

We procured 1/10 of the amounts of the different ingredients mentioned above and mixed them. From our own experience we can safely recommend the mixture as being one that will destroy weeds and grow grass.

The cost of the fertilizer, while more than commercial fertilizers, is not excessive. It can be procured at most any seed store. The sulphate of ammonia may have to be procured from a chemical house.

—Editor.

Notes from the Plants and Offices

MAIN MILL

Hot and heavy waxes the debate up in No. 5 Machine Room. Jim Geary contends that he doesn't have to have Pat Egan along when he makes an arrest and Pat just as vigorously contends that no arrest made by Jim would be valid unless he were there to sanction it. The highways and by-ways of the argument lead into a discussion of the present day laws so that by this time, both Pat and Jim are in such a muddle that they need some disinterested outsider to explain them.



JACK SPILLANE'S CREW ON NO. 4

Michael Foley, Carl Schaier, Jack Spillane, John Ready

Pat Egan is through trying to execute commissions for his friends. The other day Mike Burke sent him in to buy a 95c hat at Raymond's. Pat bought the hat, but announced that the price was \$1.95. Mike refused to accept the goods and so that hat has gone into the hope chest for the boy when he grows older. And Pat is through—all through.

Tommy Morris has a queer idea of the fitness of things. He has beets and radishes in his flower bed and sweet peas in his vegetable garden. What's in a name? Sweet peas out of a potato patch smell as sweet as those out of the flower garden.

Someone who knows the language ought to tell the little fishes in the river that the beaters aren't good swimming tanks. They are apt to get all mussed up when they get mixed up with the paper stock.

Bill Boyden got a bath one hot day recently when the clutch on the machine slipped, but as it was in paper stock, he denied that it was refreshing. His speech on the joys of being a paper maker was short but eloquent.

Steve Smith attended the meeting of the Superintendents' Association held at Springfield, May 31st, and June 1st and 2nd.

BOX SHOP

Maurice Sullivan's soda fountain near the boiler room is rapidly nearing completion. Drinks will be served there at all hours and a large patronage is expected during the hot months.

Bernard Cronan has started work in the Printing Department where he is to help on the presses.

Jimmie Dine's house on Walcott Avenue is one of the distinctive places on the Hill since he resingled and

otherwise remodeled it. He navigates the cement runways into the garage like a veteran.

Russ Tupper is fond of green—very fond of green—so fond, in fact, that he painted his new suit green. But then he discovered that a green suit left something to be desired so he has decided that the next time he starts to open a can of paint, he'll get into the middle of a ten-acre lot dressed in a water-proof.

Dennis Broderick, for many years in the Shoe Carton Department, has transferred to the Main Office where he is to be janitor in place of Tom Lavin.

Anybody wishing dancing lessons please apply at Mazie Driscoll's home. She specializes in Fancy Irish Jiggs.

MILL OFFICE

Miss Katherine Downey has been transferred to the Main Office.

Jim Maguire spent two days recently at Peekskill, N. Y., and Bordentown, N. J.

Miss Helen Johnson had her tonsils and adenoids removed recently at the Fenway Hospital.

Now you the tale of a giddy youth, who ate
Eight banana splits
No threats nor protests would stop him, 'til
Dizzily his insides called quits.
All that gorgeous lusciousness, he
Lavishly stewed on the road,
Lost! His it was to have them, but, not alas to hold.

BUILDING & ROOFING PLANT

Walter Sears, the efficient operator of the new gasoline tractor, is constantly wearing a cheerful smile since he became the very proud father of a small son.

Signs of spring. Doc Watson has shaken his overalls and now appears all dressed up all the time.

Granville Baker came near getting on the black books of all local auto owners by shooting the price of oil clean

through the blue sky. It seems that Granville recently acquired a flivver, and, after many days, Mr. Pratt asked him if he had put any oil in the car since he bought it. Granville had forgotten or never knew the importance of oil, but, after an impressive discourse by Mr. Pratt, he hied himself in a great hurry to a Norwood garage and asked for a quart of oil. Not knowing the price he inquired, and the garage attendant, who had an impediment in his speech, answered, "Tuh—twenty-five." Granville cheerfully hands out two dollars and a quarter, and was only saved from ruining the oil market by the timely intervention of Henry Morgan, who happened to be with him. We tremble to think what will happen if he ever leaves the car in that garage for repairs.

The outdoor garage has style and distinction since Hubert Smith has bought his new sport model Durant. In the words of the office boy, "It's sure gosh—grand."



OTTIE JOHNSON ROSS AND HIS GANG OF SHIPPERS

Abraham Aqua, O. J. Ross, Peter Folan, Peter Palewic, DMH
Peter Balboni, Tony Nenartowicz



PANORAMIC VIEW OF THE FLOOR COVERING PLANT, SHOWING THE BUILDING AND ROOFING PLANT AT THE EXTREME LEFT

The Maintenance Crew recently broke a record by changing the die on the shingle machine in three hours with a crew of five men.

A. H. Boothby has taken Leslie Latham's place as assistant to Francis Smith, PBE. Latham has returned to the Floor Covering plant under Mr. Lines.

John Miller recently passed his examination for citizenship papers successfully at the Dedham Court and is now one of the leading politicians of the Flats. He was not so successful, however, when he tried to demonstrate that he could run his flivver so he is now getting special instruction from Tony Mills before he tries again.

Our gasoline tractor, which was acquired a short time ago, is proving a real help in the Storage and Shipping Department and is helping them maintain the high speed they have shown lately.

Elmer Noddin and Carl Salley, who formerly worked at FB, have returned. Mr. Noddin as inspector and Mr. Salley as finisher. When he was here before, Salley distinguished himself as a ball player and will make a valuable addition to our team.

We are glad to see Billy Sebel back again after a few days' absence on account of sickness.

Don Kimball is enjoying a few days' rest.

FLOOR COVERING NOTES

The Maintenance Crew became crew of a big fishing boat on a recent Sunday and went down the harbor for fish and fun. Apparently they found both from the stories that they tell. John Sword got first prize for the biggest fish. Mumbrow had the most fun and sleep. Carl Johnson, being of a generous nature, spent most of his time feeding the poor little fishes.

The "Jolly Rounders," nineteen of us, recently had a successful night off in town with a dinner and theatre party. We finally cornered "Jerry, the Office Cat" and prevailed upon him to give sidelights on the "time" in his inimitable caterwauling style. It follows:

The other night, there was a sight,
Worth going far to see.
When the FF crowd, all dressed up loud,
Went on a jamboree.

With their Sunday clothes, and a lordly pose,
They strutted 'round the plant;
But a fire outside broke their pride
And made them rave and rant.

Graceful Monty, gay, and jaunty,
Nearly had to faint
When, with a jump, he landed plump
Into a sea of paint.

A broken hose spoiled lots of clothes,
Smoke and dirt some more;
And I must confess, 'twas a sorry mess
Before the fire was o'er.

But once in town, they lost their frown,
And with many a wondrous sigh
All those guys, with open eyes,
Gaped at the buildings high.

A woman's hat took a hunk of fat
From the tip of poor Van's nose;
And Mike, by heck, nearly broke his neck
Looking at her clothes.

A real good feed is all you need
To make the world look right;
And I have to say they put away
An awful load that night.

A lady coon, an octaroon,
Built like a 5-ton truck,
Saw Racehorse Pete, all dressed up neat,
And Pete was out of luck.

This colored bard vamped Rouillard,
Who grinned like everything;
And she dipped and danced and jumped and pranced.
My! how that girl could sing.

Gurney and Wight, made a hit that night
(As well as Ghen and Ben)
With the Amazon brood, who passed out food—
Oh! You Great Big Handsome Men! !

Then to a show they all did go,
And all was calm and steady,
'Till a great big lout let out a shout
When he saw his brother Eddie.

When the show was o'er, they yelled for more
But nothing more could get;
They were put to rout, when the lights went out,
Or I guess they'd be there yet.

—Jerry, the Office Cat.

Anyone looking for efficient fire fighters address Mike Sheehan for quick action, Frank Sutherland for heavy work, and E. M. Lines for portable apparatus.

FFV has acquired a set of quoits. They are putting in lots of practice noons and soon are going to issue a challenge to all comers.

Bernard Bailey came through the office the other morning big as life and twice as natural and quietly remarked, "Good morning, gentlemen and Ben Sodergren." Ben immediately takes out the following license:

This is to Certify that G. B. S. is authorized, upon the second perpetration of certain odious remarks by one B. B. to **Fricassee, Embalm and Ostracise** the said odious individual of the second part.

Signed: Rex Talionis.

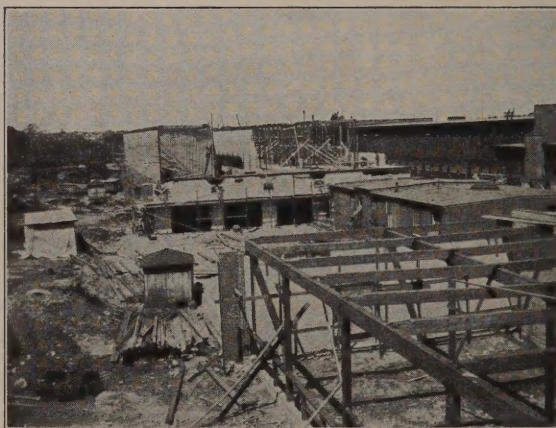
Gurney buys his breakfast eggs from Rouillard. The Research Laboratory recently grew facetious and sized them up as follows:

Breaking point	O.K.
Odor	Putrescent
Bacterial count	1,000,000,000 per C.C.
O.K. for use.	

MAINTENANCE

Emil Sigmund has a trained frog. The frog has formed a warm affection for Jack Smith.

This hot weather has prompted many to think of where they will spend their vacations. Harry Anderson has already made reservations in Washington, D. C., and he is going down to turn his cash into a gold brick.



Work on the New Floor Covering Machine Building
Progresses Rapidly

Frank Whitehead has been shot many times in the past month. By "shot" we mean that he is being treated hyperdermically for hay fever. Bob Morse, take notice, please.

We don't see very much of Dinny Cullinane lately. He is serving on the jury at the county seat—Dedham.

A few of the boys are stepping in line toward taking out their naturalization papers. Fine business.

Work has started on the erection of an additional 822 H. P. B & W Stirling Boiler at ERB. The installation is being engineered by J. A. Stevens, engineer, of Lowell.

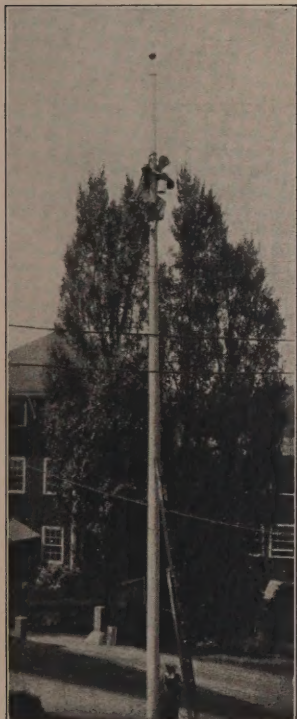
The Bird Club buildings are undergoing repairs, which are making it look spick and span.

There is much controversy now between Timmins and Gladding of EF as to which is better, the Buick 1908, or the Ford, 1924.

Jim Hadden and Gus Hagman are scheduled to sail for Europe next month. Jim is going to Scotland again and Gus to Sweden. Bon voyage, boys!

Bill Bryant, who is applying roof coating on the Bird Club, claims that the coating is much more adhesive than court plaster.

Andy Urquhart re-established his boyhood acquaintances at the Hotel Touraine this week. Some class, Andy.



WHO'S WHO?

Here is Ed Geraghty surveying the world from the top of the flag pole which he is treating to a coat of paint.

ROOSEVELT'S THRIFT MEANT EFFICIENCY, PROGRESS

Theodore Roosevelt had a deep understanding of the value of thrift. "I should think ill of any man," he once wrote, "who did not leave his children a little better off materially than himself." At another time he wrote: "The habit of saving money stiffens the will and brightens the energies."

The thrift that Theodore Roosevelt understood, practiced and taught was not the narrow, selfish kind that goes no further than money hoarding. Thrift with him meant efficiency and progress. He knew that the act of saving money is more beneficial in the long run on account of the added strength it gives to the will than because of the direct financial gain.

That Roosevelt well appreciated the direct financial advantages of thrift, however, was shown in the tremendous conservation policies inaugurated by the United States Government during his administration. No President was ever responsible for carrying out such a gigantic thrift program. He put a stop to the annual waste in a vast amount of water-power mines, arable soil and lumber, he reclaimed millions of acres of arid land. In constructive statesmanship these policies stand out as among the most noteworthy achievements of the Roosevelt administration.

—Thrift Magazine.

MAIN OFFICE

The vacation season has started. F. J. Dunn and Bill Freeman are planning to be away in June, but their respective destinies are shrouded in mystery.

Catherine Launsden has journeyed to Canada to renew her acquaintance with her friends at the Hamilton plant.

Most of the Accounting Department went over to Nuttings on the Charles recently, and from all accounts had a whale of a time. The following records were established: non-stop dances, Miss Roche; changing tires, Bill Freeman; getting pinched, Pat Rogers; making dates, Mahar; getting lost, Campbell; creating blue atmosphere on Walcott Avenue, Bassett; beauty spots, Miss Sigmond.

Miss Abbott, of the Sales Department, is planning a two month's visit to California. On the way, she is to stop at Yellowstone Park and other places of interest.

We like to see anyone interested in his work—so interested that he gets up an hour early to get to it. John Dolan rushed breathlessly into the station at ten minutes of seven not long ago, hastily grabbed a seat, and after gazing at his fellow passengers in astonishment finally decided that they weren't all late. He was early. Well, an hour at the beginning of the day is worth two at the end.

Dick Floyd is driving a very special looking Buick these days.

Miss Dehey, who has been a member of the Building and Roofing Sales Department for the past few years, has left us to accept a position in Westfield, much nearer her home. We wish her every success in her new work.

Several new salesman have joined our ranks this past month: Waltman, who is to travel in Pennsylvania; Roberts, in New York State, and Blair, in Virginia.

We are glad to hear that Miss Mahoney, who recently underwent a severe operation is convalescing well.

VISITORS

Mr. W. A. Fuller of W. A. Fuller & Son of Clinton, Mass., with Mr. Wilder, gave us the pleasure of a visit to our mills on Thursday, the 24th.

W. A. Fuller & Son are one of our oldest connections in the sale of roofing, and took this opportunity to see something of Bird & Son's organization, and just how the roofing is made which they handle so successfully.

Mr. John Fuller, also of W. A. Fuller & Son paid us a visit some months ago, but since that time has been extremely busy on the layout of their new mills, which will take the place of the old ones which were lately unfortunately destroyed by fire.

Mr. Pearl E. Bates of Springfield, Mass., former agent for Bird's Art-Craft roofing brought the Parker brothers here, who under the name of the Parker Roofing Company, intend to purchase Mr. Bates' agency, and will continue the business in the same successful way which Mr. Bates has heretofore conducted it.

Bird & Son feel it a privilege to show any of their dealers through their mills, and hardly a day now passes but some dealer is spending a half day, or a day, with us.

THE WALPOLE BOARD OF TRADE MEETING

On Tuesday, May 29th, the Walpole Board of Trade held an open meeting to which all townspeople were invited so that they might get some idea of the scope and nature of the manufactures in Walpole.

The different manufacturers in Walpole had exhibits of their products, and, at the evening meeting beginning at 8.00 o'clock, a representative from each manufacturer gave a brief talk on the history of the concern and points in manufacture.

The afternoon session, from 2.00 o'clock to 5.00 o'clock, was for the benefit of the school children, as well as any other citizens of the town. The evening meeting at 8.00 o'clock was open to adults.

Bird & Son had an exhibition of roofing, boxes, and floor coverings, and, at the evening meeting, Mr. E. H. Bartlett gave a short talk on the history of our organization and products.

PHILLIPSDALE

The gardens are plowed and the crops are in the ground. Let us hope that it will be a prosperous season for all. Pat Lynch wants to know who has planted potatoes this season. He says that he can raise as good a crop of potatoes as any man, and he won't put the large ones on the top of the basket, either. Ask Phil Delaney how to raise potatoes, Pat.

Charles Bucholz, who has been one of our engineers for many years, has decided that it is time for him to retire. Charles is not retiring on account of old age, for he is a young man and (take notice, girls) single. A few years ago he invested in a rooming house and the investment proved to be very good, so good that to-day he has three, large, first class rooming houses all equipped with the latest improvements. As a workman, Charles could always be depended upon and the Power & Steam Department will miss him very much. We wish you good luck, Charley.

Henry Roy, one of our tour foreman in DPC, invested in an automobile and the other day, while learning to drive, he ran into a strong post and bent a part of the machine. But it was Henry's fault—his teacher was looking the other way. Henry says, "My, I *did* stop quick, but posts don't move when you hit them." Miss Maguire told us the same a short time ago.



Jack Hammerli, Rex Salisbury, Oscar Anderson
The Speed Boys of DP who Get Out the Production

Mrs. Martin, of DPG, and her husband, have, a nice cottage on Daisy-field Plat. We are glad to hear the good news, Mrs. Martin, and wish you good health to enjoy it. What do you say, are we all going to be invited to the house warming? Just name the evening.

Is that Jimmie Gerard driving that Ford car? Do you have to have a license to drive a Ford, Jimmie?



WM. LIVINGSTON AND HIS HUSTLERS
H. Carlson, J. Martell, J. Carlson, J. Gerard, Wm. Livingston

Henry Phelps, our Cutter room foreman, is a business man by night. He is Assistant Manager to his wife, who is Manager of a confectionery store and ice cream parlor at the junction of North Broadway and Roger Williams Avenue. Any time that you are around that way just call

in, and Henry will set up the cigars and the Mrs. will set up the ice cream, you won't need any money but it would be just as well to have some with you. Henry and Mrs. Henry, we wish you good luck.

Mrs. Kurda, wife of Mike Kurda of DPB, has been under the doctor's care for about three months, but at the present time she is feeling much better. We hope that she will have good health very soon.



CHAS. CYRONOCK AND ONE CREW OF
FOUR WORKERS IN DPB

J. Kuyzewich, J. Concales, S. Nartians, S. Noreiro
C. Cyronock

Antone Alves of DPM is champion fisher man of these parts. He pulls them out by the bushel, in a net. Just watch him some day down at the dam. George Madden could not catch that many in a month.

Baler No. 2 has been installed in DPG, and it is hoped that now we will be able to keep up with the sorters.

When you see Bill Livingston going out before 7.30 a. m., he has a smile all over his face. Why the broad smile, Bill?

Charles Smith is still in the chicken industry. As he now has some hens setting we expect that his chicken farm will soon be increased considerable. Charley could always raise chickens.

MRS. BIRD GIVEN IMPORTANT POST Harding Writes Clubwomen United States Favors World Court

Atlanta, May 7 (By A. P.)—Mrs. Charles Sumner Bird was elected to head the Department of International Relations for the General Federation of Women's Clubs at a meeting of the federation's board of directors at Atlanta, Ga., on May 7th. She succeeds Mrs. Horace Mann Townner, resigned.

The "National heart, conscience and judgment are alike enlisted in the movement for American adherence to the world court of International justice," and "against these we need never fear that any opposition will prevail," President Harding declared in a letter read here tonight to the council.

"Not since I have been President has there been, in connection with any great question of public policy, so impressive a demonstration of substantially unified opinion," the letter said. "It convinces me that as the discussion proceeds the evidence of this attitude will become so overwhelming that there will at last be no vicious obstacle to attaining the ends sought."

The President, in the letter, which was addressed to Mrs. Thomas G. Winter, president of the general federation, asserted that "it is plainly the considered judgment of the country that if we are to unite with other Nations in an epoch-marking effort to establish adjudication of International differences, we should adhere to the court which is already in being. That court, in its constitution represents the matured thought and purpose of men who have given most expert consideration to the subject. It is difficult to believe that a more representative, more impartial or more able tribunal could be established under any other plan."

"WINDI-CITI-ITES"

Our Built-Up Roofing Sales are increasing steadily and many new dealers are being obtained. We are enclosing a picture of Mr. E. A. Tuscher, our Built-Up Roofing Sales Manager who has gone out among the salesmen and spread the gospel of selling Built-Up Roofing. Mr. Tuscher "pushed a mop" himself years back and later sold Vulcanite Roofings for nine years, so his experience has gone far to build up this particular product. Recent jobs for Built-Up Roofing show, Salesman Jesse Tuscher with a 3000 square order for the Yellow Cab Co. here in Chicago. Salesman Williams is responsible for a 300 square order on an Illinois Central R.R. Warehouse at Mounds, Illinois. Salesman Hennessy together with Herb Reilly of the Builder's Supply Co. of Michigan City have landed several nice jobs—one recent one of 3500 squares with the Haskell-Barker Car Works.

Salesman Prinzler "comes to bat" with a 400 square order at Indianapolis. - In fact there is hardly a salesman who hasn't annexed several good sized jobs.

Salesman "Andy" Spiers has added to his family of three boys, a little girl.

We were all sorry to learn of the passing on of "Rollie" Stearles' wife Saturday last.

Several non-stop runs this month, also a record or two on the machines, but there was also another record that had passed unnoticed. Our Chief Engineer Henry Morman had boasted the largest family in the plant, but J. H. McCarthy on our No. 2 machine has 23 now living—"tie that, you other Bird Mills!"

A recent memo from Salesman Torrey told of a fire destroying everything in the warehouse of the J. Norton Bros. Co. in Cleveland except the Paroid and Neponset Felt—he further stated "balance of cheap roofing a complete loss." Moral—use Bird's Products and escape fire damage.

Mr. Hird leaves this week to call together in Washington, D. C., the members of the Prepared Roofing Association for their Semi-Annual meeting. The Association during their meet-up will be addressed by Hon. Herbert Hoover.

Salesman G. O. Silverthorne leaves us with best wishes for success in his new position with the Art Label Co. of Chicago.

We have had many visitors this past month to see the new Toledo Scales in operation. We still boast of the cleanest plant in the West and get away with it.

D. A. Chase from East Walpole spent the week end with us. Don's tennis is still fair but his "foot work"—well he hasn't improved that's all. We tried to get him

up to play golf at 5 a. m., but like all Harvard men he does need his sleep—"Dick Floyd please note."

We were beaten by the Norwood Plant on the number of squares of shingles per hour for April and by Hamilton on roll goods. We want to congratulate both mills and incidentally to tell you we're still in the fight to lead.

WHO'S WHO?

E. A. Tuscher, Chicago, who is built, like the product he boosts, from the bottom up.



Mr. Hird is "swinging" one of these all steel tennis racquets this year and so far has played more sets of tennis than anyone else.

Mr. A. T. Stephens of Middleton, Wisconsin, has joined our sales force. Mr. Stephens will travel in his home state.

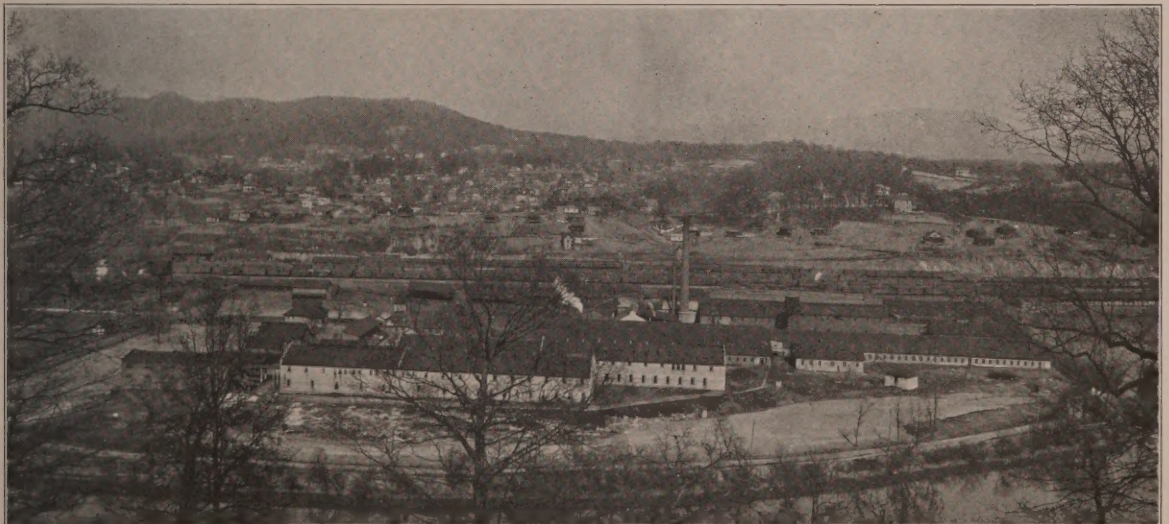
SUGGESTIONS

The Committee on Suggestions passed three the last meeting. H. P. Wilbert was awarded two prizes and Mrs. Lampton, one.

THE BEST MEDICINE

Two miles of oxygen three times a day. This is not only the best, but cheap and pleasant to take. It suits all ages and constitutions. It is patented by infinite wisdom, sealed with a signet divine. It cures cold feet, hot heads, pale faces, feeble lungs, and bad tempers. If two or three take it together it has still more striking effect. It has often been known to reconcile enemies, settle matrimonial quarrels, and bring reluctant parties to a state of double blessedness. This medicine never fails. Spurious compounds are found in large towns; but get into the country lanes, among green fields, or on the mountain top, and you have it in perfection as prepared in the great laboratory of nature.

—Guy Hinsdale, M. D.,



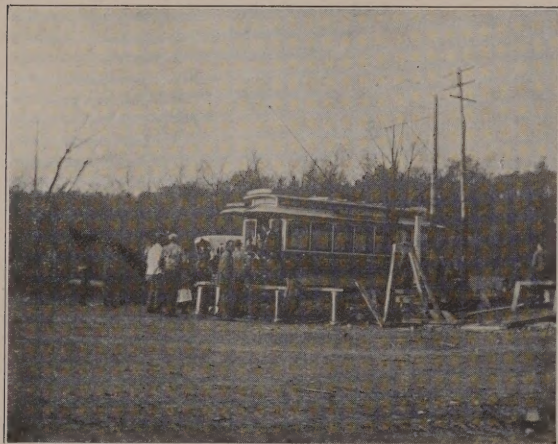
Tanning Plant of Hans Rees' Sons, Asheville, N. C.

In 1916 A. H. Brooker sold 1810 sq. of 65 lb. Paroid to cover this tannery. Since that time, he has sold 400 rolls more for use at this plant, making a total of 2210 squares

VETERAN'S ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during June, together with the names of our veterans who complete over 20 years of service this month:

Name	Dept.	Date	Yrs.
John J. White	Box Shop	June 1, 1891	32
Vitus Gleichauf	Power and Steam	June 7, 1895	28
Andrew Walker	Paper Mill	June 7, 1897	26
Michael Sheehan	Building and Rfg.	June 20, 1899	24
S. W. Smith	Paper Mill	June 8, 1900	23
Otto J. Ross	Finishing	June 1, 1901	22
John Fitzgerald	Paper Mill	June 18, 1901	22
Charles Knaus	Paper Mill	June 1, 1902	21
Walter Sword, Jr.	Paper Mill	June 1, 1903	20
John Folan	Finishing	June 6, 1908	15
A. B. Spiers	Chicago	June 15, 1913	15
John McIntyre	Box Shop	June 19, 1913	10
R. H. Sherman	Bldg. and Rfg. Sales	June 23, 1913	10
Patrick McDonald	Box Shop	June 30, 1913	10
Ben Muchyn	Paper Mill	June 3, 1918	5
Vincent Grudinsky	Paper Mill	June 8, 1918	5
S. Laperrier	Hamilton	June 10, 1918	5
Alfred N. Maier	Finishing	June 13, 1918	5
C. Delavergin	Hamilton	June 13, 1918	5
Carl Peterson	Maintenance	June 25, 1918	5
Alfonso Sylvester	Box Shop	June 25, 1918	5
R. E. Denno	Phillipsdale	June 30, 1918	5



First Street Car Run into East Walpole—Old Colony Line

"MOVIES" BIRD HALL

The following program of pictures will be shown during June:

Saturday, June 2

Viola Dana in "Crinoline and Romance"

Wednesday, June 6

Agnes Ayres in "Daughter of Luxury"

Saturday, June 9

Metro All Star Picture—"All the Brothers Were Valiant"

Wednesday, June 13

Thos. Meighan in "The Man Who Saw Tomorrow"

Saturday, June 16

May McAvoy in "Top of New York"

Friday, June 22 and Saturday, June 23

Special Production—"Down to the Sea in Ships"

Do not fail to see this picture. See the battle with a 90 ton whale in Mid-Atlantic. The New York Evening Mail says: "'Down to the Sea in Ships' is one of the most realistic photo plays ever produced."

In addition to the feature pictures shown, there will be comedies, news reels or scenic pictures each evening.

SUGGESTIONS

The regular monthly meeting of the Suggestion Committee was held a week late this month, due to the pressure of other important matters upon several of the members. This brought it on Wednesday afternoon, May 9th.

At this meeting, 54 suggestions were considered, 14 of these having been held over from previous meetings. At the meeting held last May, only 28 suggestions were considered.

Of these 54 suggestions, 8 were accepted, 5 were held over for further consideration and investigation, and the balance were such that they could not be accepted. Following is the list of those which were accepted:

Install slide gate or trap door in sand slide.....	R. G. Fulton, FBPM7
Extend sheet iron in front of slitter....	Adolph Ketty, FBPM1
Erect a platform from old elevator to heater room door..	Patrick Reardon, FBPM1
Install ratchet for Kraft roll on gum strip machine.....	O. Knight, FFF
Put cover on Undercoat Machine motor	Stuart A. Nickerson, FFN
Make change in Tally Machine.....	Fred H. Thistle, FBF
Install wooden troughs across beaters.....	Victor Smith, DMB
Improved method of repairing friction clutches on cartridge cutting machines..	A. J. McDonald, EMM

The suggestion made by Victor Smith was not made in the regular form, but verbally to Mr. Bird who had the idea carried out. After it was found that it worked successfully, Mr. Bird notified the Suggestion Committee that it was Mr. Smith's idea and not his, and that it was in line for an award.

Many of the suggestions received are not in line for an award because of the fact that the idea is not new—the same thing is being done in another part of the mill, or it may be standard practice. Don't be discouraged if this is the reason your suggestion was not accepted. Try again.

IMPORTANCE OF LITTLE THINGS

The tallest building in the world was built out of the profits of five-and ten-cent sales.

The largest private income is credited to a man who made automobiles with less waste of time and material than any other manufacturer.

The National League franchise in Chicago was paid for through sales of gum at a penny a stick.

The discovery that 17 drops of solder and not 18 were needed in closing a can saved an oil company \$40,000 in one year.

Small details are not obstacles to be walked around, but steps to be used in getting up. Small tasks can be made the best training for subsequent responsibilities. Study the life of a man who has become famous, and you will find that he began by doing little things well—and never broke the habit.

Athletics



BASEBALL

The baseball season for the Interplant League started May 8th, when Bird & Son met Lewis Manufacturing Company at Bird School Grounds. Mr. Wyman threw the first ball and Mr. Duncan, a Director of the League, caught it. They, however, immediately retired to enjoy the battle from the side lines, leaving the pitcher's box to Dave Bowles with Al Smith to do the honors as catcher. Willis, of the Lewis Manufacturing was hit hard and was replaced by Turner in the second inning. He was steady until the fifth when we got to work and connected for six hits and five runs. The game, on the whole, was without any startling features, but our men showed good possibilities.

The score:

	1	2	3	4	5	6	R
Bird & Son, inc.	2	2	0	0	5	0	9
Lewis Mfg. Co.	0	0	0	0	1	0	1



"Play Ball"

May 11th

There must have been a lone crow hovering around the field or some other kind of jinx when we met Hollingsworth & Vose for the first time, for the story was a sad one. It was a good fast game but the men of the Lower Mill took us into camp to the tune of six to three, and we started a batting slump that stayed with us for the three following games. Bowles was a little wild and hit two of Vose's men, which perhaps accounts for their superior playing. Maybe they play better when the balls are dangerous.

The score:

	1	2	3	4	5	6	7	R
H. & V.	1	0	1	0	1	3	0	6
B. & S.	0	2	0	0	1	0	0	3

May 18th

Revenge is sweet, especially when it happens that one succeeds in gaining it on the home grounds. Lewis Manufacturing certainly had a taste of sweetness at the second game with them. It looked like Bird & Son's game for the first three innings, but the Lewis men rallied in the fourth and the four runs they got then explains the score.

The score:

	1	2	3	4	5	6	7	R
Lewis Mfg. Co.	0	0	0	4	0	1	0	5
Bird & Son.	0	1	0	1	0	0	0	2

May 22nd

Again the tribe from Hollingsworth & Vose, all dressed up in their new suits, came up to visit Bird & Son, and they took the game right back over the bridge with them. Every inning we decided to make a few runs, they decided to make a few more, and they did, so we let them have the game.

The score:

	1	2	3	4	5	6	7	R
H. & V.	0	0	0	0	4	5	0	9
B. & S.	0	0	0	0	1	1	4	6

May 25th

Maybe it was the new suits, and maybe it was just the old story that the longest lane has a turning, but anyway the boys found their hitting arms in their game with Multibestos and came home with a score of 21 to 12. Miah Coughlin got a home run on the first ball pitched and thereby set an example for the rest of the team which they followed as best they could, hitting out 3 base, 2 base and single hits until they were tired and decided to strike out and end the fracas. There was no official score keeper so we cannot give the exact score.

LEAGUE STANDING TO JUNE 1ST

	WON	LOST	PT.
Lewis Manufacturing Co.	5	2	.715
Bird & Son, inc.	3	4	.429
Hollingsworth & Vose	3	4	.429
Multibestos	3	4	.429

HITS AND ERRORS

Boys, hit that pill.

Where are the Bird & Son rooters when the team goes to Walpole? The boys need a little encouragement. We should like to see some of the foremen and other executives at the games.

Miah Coughlin got the first home run of his career in the game with Multibestos on May 25th. We hope this is only the beginning of the Babe Ruth habit with him.

When the team gets used to playing seven innings, just watch them win their games.

Our stars have not started to shine yet. They are waiting for a little warm weather and a crowd.

Just wait until we run across that H. & V. team again. Revenge! Revenge!

Have you seen the new suits and shoes? The team looks pretty special when they are all dressed up.

The Multibestos crowd are great entertainers. They kept us up in Walpole with them until long after the sun went down. What do we care? We had a great slug feast at their expense. Not even a score-keeper went up to let them know how many runs they were getting. No need at all of their getting those 12 runs—none at all.

The frequent flies are rather dangerous to the autos parked outside of the Bird School grounds, but Jack Hale says he never worries about his.

TENNIS

At last, after much delay because of wet weather, three of the four tennis courts are ready—one at the Bird Club and two at Walcott Avenue. They were never in better shape than they are now so that the wait will prove to have been a profitable one. Already many of the enthusiasts have been out and started practice in anticipation of the coming tournament. Supplies—balls, rackets, presses, covers—may be obtained through the Labor Bureau at a distinct saving.

Have you paid your dues? If not, now is the time so that the Treasurer may know how much money he can spend on the courts and in prizes. J. M. Brown, of the Main Office, is the Treasurer.

CASE FOR A EXPERT

Mr. Swivel was much perturbed to find that the three pounds of meat which he had purchased for dinner had mysteriously disappeared. His wife, aiding in the search and noticing what she took to be a guilty look on the face of the family cat, pointed to it and said:

"There's the meat."

"Why, no," objected Swivel, "that little thing couldn't get away with three pounds of meat. Still, let's weigh her and find out."

They did so. The scales registered an even three pounds.

"Yes," he admitted in puzzled tones, "there's the meat all right, but where's the cat?"

Neponset Rugs at the Brussels Fair, Belgium



We are extremely fortunate in receiving the above photograph of our material on display at the Brussels Fair in Belgium last April. Messrs. Janlet, Pardoën, Roelants, Cy., who are our distributors for Belgium,

France and Switzerland report that a considerable interest was shown in our products by visiting buyers from various parts of the world.

FLOOR COVERING SALES

Results for April, 1923

April was the best month this year in the Eastern Division. We not only equalled on quota but exceeded it by approximately 51%. Every man went ahead of his drawing account.

Mr. Lane was again at the head of the list for his fourth consecutive month.

The percentage of rugs sold was still unsatisfactory although better than last month. There were three men over 60% as against two in March.

The sales of the following men exceeded sales in corresponding territories in April, 1922:

Messrs. Cocke, Covert, Cunningham, Feeley, Hunt, Lane, Maraist, Murphy, Prouty, Shannon, Weber.

The following men not only exceeded their sales of a year ago, but also exceeded the quota set for April, 1923:

Messrs. Cocke, Covert, Cunningham, Hunt, Lane, Prouty, Shannon, Weber.

FLOOR COVERING SALES CONTEST—CHICAGO DIVISION

Results for April, 1923

Seven men in the Chicago Division beat their drawing accounts in April:

Messrs. Ayers, Ellis, Hanley, Mehlman, Peterson, Somers, Truog.

Mr. Miller broke about even.

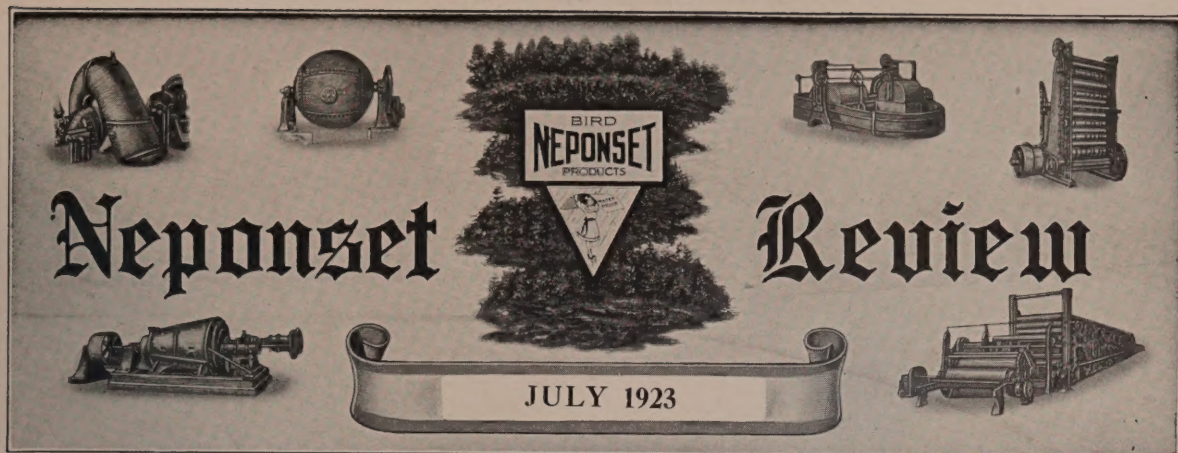
In number of new accounts Mr. Mehlman led for April.

Messrs. Mehlman, 15; Ellis, 9; Truog, 7; Reid, 5; Somers, 5; Ayers, 3; Miller, 1; Perschke, 1.

The percentage of rug sales to total sales in dollars and cents are higher than they have ever been and come closer to the standard set up to keep sales in proportion of production.

The following men beat the sales for April, 1922, in the identical territory:

Messrs. Ayers, Ellis, Jones, Mehlman, Peterson, Somers, Truog.



VOL. XI

NO. VII.

FOLLOW THE ARROWS

BIRD CLUB CARNIVAL

A BIG TIME PLANNED

On July 21st, all East Walpole will don its holiday garb, the cries of barkers will resound in the land and the shouts of the children mingled with laughter of the grown-ups will be heard on

the main purpose, of course, is to see that everybody has a good time, and, if the weather man is as good to us as he has been in the past, we can assure the Bird Club members and their friends,



A Section of Last Years' Midway

the air, for on that day the big event of the season, the Annual Bird Club Carnival, is to take place on the Bird School Grounds. Already the various committees are hard at work on the arrangements, and judging by the enthusiasm shown, it is going to be one joyous occasion. The proceeds of the Carnival are used to defray the cost of the various entertainments given throughout the year, but

both in East Walpole and out, of a lively, entertaining and profitable afternoon and evening.

Jim Maguire, Chairman of 1923 Entertainment Committee, is in general charge and that fact, coupled with the list of live chairmen and their assistants who are taking care of the various activities, promises an affair that will outshine both previous carnivals.

Most committees will need a good many helpers on the big day and the Service Committee, with S. B. Montgomery at the head, will work closely with each committee in recruiting additional aid. Every member of the Bird Club is urged to stand in readiness to give whatever assistance he can.

In the afternoon, there will be races, for young and old, and Bird & Son's fast aggregation of baseball tossers, who, by the way, are playing nice ball these days, is to stage a battle.

The Midway, with Ben Taylor as master of ceremonies and a group of snappy, up-and-at-'em helpers, is to offer many new and novel features. If you are planning a shopping tour, defer it until you see what this wonderful Midway has to offer.



James B. Maguire, the Big Chief

It is rumored that the lucky housewife will even be able to stock up on choice hams or something of similar nature.

Harry Mann, the Hot Dog King, is planning on having the largest supply of barkers that ever cavorted under a Refreshment Tent. Besides there will be oceans of cold drinks, tons of ice cream and mountains of candy, peanuts, cigars, cigarettes, chewing gum and pop corn. Watch for the announcement of the big outdoor feature

this year! H. E. Rouillard is very secretive about it at present, but promises to let us in on it before the curtain goes up. We have visions of diving girls and all that sort of thing. There will also be a band concert in the evening, and provisions are being made for dancing, which proved so popular in past years, in the school auditorium. A special peppy jazz band has been contracted for and it is busy practising for the large affair.

LOOK FOR THE POSTERS.

The complete list of committee members follows:

J. B. Maguire, General Chairman.

Midway: B. R. Taylor, Chairman, George Wallace, J. F. Quinlan, Ralph Nutter, J. F. Maguire, Jr., Henry Morgan, H. C. Jepson, L. M. Vander Pyle, D. B. Kimball, A. W. Smith.

Refreshments: H. N. Mann, Chairman, James Dine, Victor Burrell, W. F. Geary, A. M. Kendall, Frank W. Fisher, Herman Nordstrom, William J. O'Donnell, Amos Peterson, John J. Linnehan.

Lighting: F. W. Whitehead, Chairman, J. J. Donovan, William C. White.

Entertainment: H. E. Rouillard, Chairman, John J. White, John E. Curran, W. A. Beaulieu.

Parking: Ralph Wight, Chairman, S. H. Kay, Fred Kinsman, Maurice Mason, D. G. Merrill, Robert Fisher, Edward Scanlon, Harry Tower.

Dancing: F. B. Duncan, Chairman, P. N. Hills, R. B. Wadsworth, K. G. Rouillard, Edward J. Conlin, Lawrence Stone, P. F. Breen, H. A. Schaier.

Tags: F. W. Smith, Chairman, H. A. Dresser, G. B. Sodergren, J. P. Dolan, S. H. Gladding, William Freeman, Harry Godkin, Robert Hood.

Sports: R. L. Tupper, Chairman, William Murphy, Harold Higgins, Wallace Duncan, M. J. Hawkins, H. W. Dixon, S. F. Martin.

Grounds: C. W. Conrad, Chairman, J. H. Smith, D. J. Cullinane, Dan Jones, A. H. Boothby.

Service: S. B. Montgomery, Chairman, H. H. Miller, A. D. Kilham, E. L. Chamberlain, F. C. Bassett, D. E. Merrill, Lothrop Bartlett.

Red Cross: M. R. Leavitt, R. N., E. M. Haslam, R. N.

Finance: H. G. Johnson, Chairman, A. W. Mellin, R. M. Springer.

Advertising: R. G. LaFountain, Chairman, P. H. Bailey, Timothy Cullinane.

AMATEUR PHOTOGRAPHERS' CONTEST

For the past two years, we have had an amateur photographers' contest for snapshots taken at the Bird Club Carnival. Each year several excellent snapshots have been sent in, and we are therefore announcing a similar contest this year for the best snapshots taken at the Bird Club Carnival, July 21.

1st Prize	\$5.00
2nd Prize	\$3.00
3rd Prize	\$2.00

The winning pictures will be published in the next issue of the *Review*.

All pictures must be sent to Editor not later than July 28 and all submitted snapshots will be retained.

The sender's name and address and a description of the picture must accompany each snapshot.

Suggestion to Contestants

The best picture shows the subject in action rather than a pose.

Pictures of babies are always interesting.

The size of the picture does not matter, as long as it is clear and in good focus.

One picture with a smile is worth a dozen with a frown.

Send pictures to Editor, Neponset Review, Labor Bureau.

NEXT TO LIFE ITSELF COMES EYESIGHT

Take Good Care of Your Eyes

If you cannot see well, it may be a sign of poor health or that you need glasses. Consult an eye specialist at once (ask your family physician whom to see), find what the trouble is and have it corrected.



NURSES AT OUR EMERGENCY HOSPITALS
Miss Margaret R. Leavitt and Miss Edith M. Haslam

If you wear glasses have your eyes examined every year or two. Your eyes change as you grow older and you may need to have your glasses changed.

If your eyes get tired easily, rest them once in a while. This will relieve eye-strain as well as the headache and nervousness caused by it.

Don't Strain Your Eyes!

The common causes of eye-strain are: Reading or working in dim or flickering light, in the direct glare of the sun, or by close direct electric or lamp light; standing or sitting with the back to the light so that a shadow falls on the object looked at; reading, writing, or working in a cramped position; or when riding on trains, walking, or lying down; looking at moving pictures too often or sitting

too close to the screen. Avoid these and preserve your eyesight.

If your eyes smart or feel sore, do not rub them. Rubbing simply makes the condition worse. Go to a physician or oculist!

You can't afford to take chances with your eyes.

FF & EM & ER COME THROUGH WITH A CLEAN SLATE

Dept.	Standing for May			
	No. Emp.	Accidents	Days Lost	Standing
FF	215	0	0	1.000
EM & ER	152	0	0	1.000
FX1 & 2	211	1	2	.982
DM	257	5	44	.839
FB fi	264	6	52	.836

The honor of displaying the Safety Banner is shared by the Floor Covering and the Main Mill Maintenance Departments this month. The Box Shops follow close with only one lost time accident, but the Main Mill and the Building & Roofing Plant struck a bad streak and are holding conspicuous places at the bottom of the ladder.

Harry Bellew, at FB, caught his right leg in the cooling rack of No. 7 Machine and so had 16 days' lost time charged against him. Tony Marzuoli also helped ruin the safety record at FB when he caught his hand beneath the rubber press roll while feeding paper around cooling drum and was laid up for 22 days. The other FB accidents were minor and were all caused by careless handling of material.

DMC gets the doubtful honor of spoiling the Main Mill safety record. Four accidents were charged against them this month and one, when Mike Chase sprained his right ankle pushing a two-wheel truck, caused 25 days' lost time. The rest of the accidents, like those at FB, came from careless handling of material, which proves that a moment of thought before the accident is worth days of thought afterwards.

April's record showed that we can avoid these careless minor accidents, and this month's record shows that it takes the continued efforts of us all to do it.

"Anyone Can Take a Chance. It Takes Some Thinking to be Careful."

Safety Committee.

OUR SAFETY RECORD

Forty-eight thousand workers in a big motor car factory recently completed a year of high pressure production without the loss of a single life.

Last month, one of the main railroads of the country announced that 152,000,000 passengers had been carried during the past year without a single accidental passenger death. This announcement was preceded a month earlier by a statement from another large railroad system that it had carried passengers for twenty-four months without an accidental passenger fatality.

Not so long ago 4,500 employees in one of the biggest steel mills in the country worked a whole month without a lost time accident—and molten steel is as hot, if not hotter, than the strongest current ever carried on a high tension line.

Such facts mean to us that safety has become a big thing in our daily national life; something sought after and appreciated by everyone, neither confined to the shop worker nor directed solely to the public. Daily we hear of new safety records being established; this department, that plant, this division, or that company makes the welkin ring with another safety achievement.

Safety deserves the unqualified co-operation of every one, man, woman and child. Not the



kind of co-operation described by Rastus when he defined the word "co-operation" by saying that Mrs. Rastus took in washing to support the family while he "jes co-operated," but the kind of co-operation that means rolling up the sleeves and getting right into the work by observing every opportunity to do the safe thing in a safe manner and to tell and show others to do and perform the same.

Since Safety Week in October of last year we have had 93 lost time accidents which meant a loss of 619 days. So far this year, EM & ER lead in the race for the Safety Banner with FX1 & 2 and FF running close for second place. DM and FB have had rather bad luck and will have to make an extra effort to keep the slate clean the rest of the year, to keep the totals down.

Out of 55 paper mills reporting to the National Safety Council for 1922, we stand 25th on the list. This is an improvement over 1921, when we were 33rd; but, in 1919, we were in 8th place and in 1920, we were 11th, so that we must do much better work to get back up in standing.

The proof of the pudding is in the chewing of the string. It's what we do, not so much as what we say. So let's have a lot more safety in our daily work and life and then we may properly feel the righteous self-esteem of one Johnny Jones when he said, "Mother, I went by five orchards, three swimming holes and two dog fights to-day and my shirt is still clean. Please, kin I have some more pie?"

UNUSUAL OPPORTUNITY TO SAVE AND INVEST

In arriving home one day last week I found in my mail a pamphlet from the Whitman Savings Bank, Insurance Department, Whitman, Mass., written to the policy holders concerning the Savings Bank Life Insurance, which they were the pioneers in handling, covering a period of 14 years. The record shows up as a remarkably good one.

One particular section of the pamphlet impressed me very much, so much so that I am asking the editor of the Neponset Review to print it without change.

Ten Year Savings-Insurance Plan

It is very simple—very practical. You combine in this plan, through the same monthly deposit, a Savings Account (with compound interest) and Life Insurance protection.

Suppose you are thirty years old.

You want to save \$1,000.

You open your "Savings-Insurance Account" and deposit \$7.40.

You make this monthly deposit for 120 months, and then receive:

Cash Value of Policy	\$110.14
Balance in Savings Account (estimated)	895.43

\$1,005.57

If you do not live to complete your deposits the Insurance Department pays the beneficiary you have named the full \$1,000. *In addition* the Bank pays the full amount to your credit in your Savings Account to the person entitled to receive the same.

The estimated figure in the Savings Account will be increased or decreased by dividends of more or less than 4 per cent per annum paid by the Bank, and by any greater dividends paid on the policy. Policy dividends have been estimated at a rate which is substantially less than the dividends now actually being paid.

Remember—The \$7.40 monthly deposit includes *both* your Savings Account and your Insurance. There are no "extras."

I am sure that it would be difficult to find a better proposition. Just imagine that during 10 years you get the protection not only of \$1,000 worth of insurance, but in case of death, the face of the policy, viz. \$1,000, will be paid to your estate, and also the balance in the savings account, whatever that amount may be, and that is determined according to the years that the savings has been in force.

It is worthy of the most careful consideration of not only our employees, but of others as well. I am sure that the Labor Bureau will be very glad to explain this method and also give every assistance possible whereby one can avail themselves of this splendid opportunity.

H. H. Miller.

\$200.00 FOR YOU**IF YOU ARE SUCCESSFUL**

We want suggestions for a nailless or a blind nailed roof, and will pay the sum of \$200 for the suggestion that is acceptable to us covering this production. All applications should be sent in a sealed envelope marked:

**BIRD & SON, inc.
EAST WALPOLE, MASS.**

Suggestion Committee

Special Contest No. 25

All Suggestions must be in by September 1, 1923.

SUGGESTIONS

The number of suggestions considered at the last meeting of the Suggestion Committee was smaller than it has been for some time. There were only 34 to consider, five of which had been held over from the preceding meeting. Of these, the following were accepted:

Install clutch on driving gear, FBPM1
saturating section James A. Surette, FBPM1

Install blade on shingle machine Thomas A. Smith, FBPM1

Device for measuring roll goods on the floor Frank Sego, FBPM7

Change in squeeze rolls in front of No. 1 machine Adolph Ketty, FBPM1

Extension arm on coating section H. Eklund, FBPM1

Stands for wad slitter rolls Eric A. Johnson, DFW

Change in chuck pattern Samuel Hunter, FXF

It is interesting to note the number of suggestions from the roofing machine department that were accepted this month. Out of 52 accepted suggestions this year, sixteen were from the roofing machines. This is a fine showing for one department, and their record will be hard to beat.

Two new members have been added to the committee: Mr. F. W. Smith from FB and Mr. S. W. Gurney from FF.

WALPOLE HOME BUILDING CO. INC.

The Walpole Home Building Co., Inc., have sold to Donald G. Merrill a house and lot containing 10,881 sq. ft. of land on Gould Avenue, East Walpole.

Agreement papers have been signed whereby the Walpole Home Building Co., Inc., as agents sell to P. A. Guttormsen the Kimball property at 168 Union Street, East Walpole.

Herbert Crooker has moved from the house at 39 Rhoades Avenue, East Walpole.

Mrs. Austin Cobb has moved from Gould Avenue to the house formerly occupied by Herbert Crooker at 39 Rhoades Avenue.

Bird Hall "Movies" closed June 23rd until September 5th, 1923.

Tiot Lunch is now open evenings until 10 p. m., in order to take care of the demand for ice cream and cold drinks.

VETERANS' ROLL OF HONOR**July**

James J. Geary	Paper Mill	July 9, 1883	40 years
E. H. Bartlett	Sales	July 25, 1885	38 years
Thomas Graney	Maintenance	July 8, 1890	33 years
Martin King	Maintenance	July 14, 1892	31 years
Gus Hagman	Maintenance	July 1, 1894	29 years
James Hammond	Paper Mill	July 14, 1894	29 years
W. F. Geary	Finishing	July 1, 1896	27 years
Eric Anderson	Maintenance	July 2, 1898	25 years
Andrew Mannimon	Building & Roofing	July 28, 1898	25 years
James Hadden	Maintenance	July 1, 1903	20 years
John Graney	Box Shop	July 8, 1908	15 years
F. L. Christie	Phillipsdale	July 1, 1913	10 years
John Lydon	Box Shop	July 24, 1913	10 years
H. C. Prinzler	Chicago	July 28, 1913	10 years



Prize Winning Float in the Fourth of July Parade in Norwood Fifteen Years Ago. Tom Lavin Handling the Reins

Patrick Costello	Finishing	July 29, 1913	10 years
Marco Michienze	Building & Roofing	July 1, 1918	5 years
Marion F. Smith	Comptometer	July 1, 1918	5 years
G. W. Hawley	Phillipsdale	July 1, 1918	5 years
Jose Alves	Phillipsdale	July 5, 1918	5 years
K. Andruetz	Phillipsdale	July 8, 1918	5 years
Edward Macchi	Building & Roofing	July 8, 1918	5 years
Harry R. Burton	Floor Covering	July 12, 1918	5 years
John J. Conley	Building & Roofing	July 15, 1918	5 years
Anthony J. Capachin	Box Shop	July 16, 1918	5 years
Manuel Chaves	Phillipsdale	July 19, 1918	5 years
Otto Manniman	Box Shop	July 22, 1918	5 years
Carlo Giametto	Box Shop	July 23, 1918	5 years
A. Doroshka	Phillipsdale	July 24, 1918	5 years

—Eli Whitney invents cotton gin, 1792. Synthetic gin invented, 1917.

Anthracite discovered, 1812. Phoebe Snow born, 1896.

Telegraph invented, 1837. College students wire home for more money, 1837-1923.

Invention of sewing machine, 1845. Ten thousand men stop work and let wives support them.

Vulcanized rubber invented, 1837. Used in manufacture of pancakes by owner of chain restaurants, 1919.

Traveling salesmen come into vogue, 1870. Joe Miller writes new joke book.

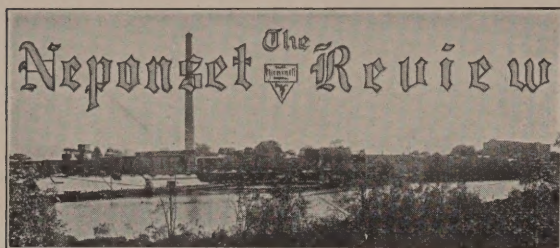
Phonograph invented, 1876. Twelve thousand families move, 1876-7.

Alexander Graham Bell invents telephone, 1876. Two hundred new curses invented, 1876-1923.

Electric lights invented, 1879. College students stop burning midnight oil.

Invention of automobile, 1896. Five hundred thousand families go into bankruptcy, 1896-1923.

Radio invented, 1920. First radio divorcee, 1921.—Life.



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Editor and Publisher, B. D. Rogers

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A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

So long as we love, we serve. So long as we are loved by others I would almost say we are indispensable; and no man is useless while he has a friend.

—Stevenson.

THE MEANING OF INDEPENDENCE DAY

"July 4, 1776, was a day of history in its high and true significance. Not because the underlying principles set out in the Declaration of Independence were new; they are older than the Christian religion, or Greek philosophy, nor was it because history is made by proclamation or declaration; history is made only by action. But it was an historic day because the representatives of three millions of people there vocalized Concord and Lexington and Bunker Hill, which gave notice to the world that they were acting, and proposed to act, and to found an independent nation, on the theory that 'all men are created equal; that they are endowed by their Creator with certain inalienable rights; that among these are life, liberty, and the pursuit of happiness.' The wonder and glory of the American people is not the ringing declaration of that day, but the action, then already begun, and in the process of being carried out in spite of every obstacle that war could interpose, making the theory of freedom and equality a reality. We revere that day because it marks the beginnings of independence, the beginnings of a government that was to recognize beyond all others the power and worth and dignity of man. There began the first of governments to acknowledge that it was founded on the sovereignty of the people. There the world first beheld the revelation of modern democracy."

Calvin Coolidge.

CAN YOU MANAGE MEN?

Here are Twenty Tests

If you wish to measure yourself, as to your ability to manage men, ask yourself these twenty test questions.

If you can honestly answer "Yes" to at least ten of them, you can claim to be an efficient manager.

1. Did you ever deliberately decide to break yourself of a habit, such as smoking, and succeed in doing it?

2. Do you control your temper and not "fly off the handle" when things go wrong?

3. Are you usually cheerful and free from "grouchy" spells?

4. Do you think for yourself and not let the opinions of others unduly influence you?

5. Do you "keep your head" in an emergency?

6. Do you remain calm when your own mistakes are pointed out to you?

7. Do your men respect you and co-operate with you?

8. Can you maintain discipline without often resorting to the use of authority?

9. Have you ever been selected to take charge of a group of dissatisfied men because of your ability to handle men.

10. Can you adjust a difficulty and retain the friendship of the person with whom you have differed?

11. Can you get men under you to do things without irritating them and causing them to be resentful of your authority?

12. Are you patient when dealing with people who are hard to please?

13. Can you meet opposition without becoming confused and saying things you wish afterwards you had not said?

14. Are you sought out by your friends to handle delicate situations because of your ability to do such things?

15. Do you make and retain friends easily?

16. Do you make it a rule not to quarrel about petty things?

17. When thrown with a group of strangers, do you adjust yourself easily?

18. When talking to superiors, do you feel free from embarrassment?

19. When interviewing subordinates, do you put them at ease?

20. Are you able to express your own ideas without causing others to feel that you are overbearing and narrow-minded?

Exchange.

CONCENTRATION

The one prudence in life is concentration; the one evil is dissipation; and it makes no difference whether our dissipations are coarse or fine; property and its cares, friends, and a social habit, or politics, or music, or feasting. Everything is good which takes away one plaything and delusion more, and drives us home to add one stroke of faithful work.

—Emerson.

Library

All that mankind has done, thought, gained or been—it is lying, as in magic preservation, in the pages of books.—Carlyle.

A wide reader of books old and new, Maurice Francis Egan in his "Confessions of a Book Lover" gives us much in his short comments on books of worth and makes us appreciate in a measure what we may gain in re-reading. In view of the discussion as to the decline in our reading habit, particularly of the worth-while books, he advances that they are being read and discussed more than ever and that there are a vast number of American people who love good books, who possess good books and return each year to those loved in their youth. This has just come to our library and is a profitable book for vacation reading.

Another, "Memories of a Hostess," a journal by Mrs. James T. Fields; reminiscences of prominent people whom she knew intimately, among them Longfellow, Hawthorne, Holmes, Agassiz, Emerson, Lowell, Edwin Booth, Jefferson, Bret Harte, Mark Twain and many others prominent in literary and stage life.

Those who are interested in music will enjoy "Eighth Notes," by H. T. Parker; short sketches of our great conductors, soloists and dancers.

In travel and adventure—"The Book of Cowboys," by Rolt Wheeler; "Policing the Plains," the story of the Royal North West Mounted Police, Macbeth.

In business books—"Pulling Together," by John T. Broderick, of which "Management Engineering" says, "We believe that almost everyone will like this book: we recommend it as a mental bracer."

"Diet and Health," Lulu Peters, should be of special interest during the trying summer months.

Some good stories:—

"The Cathedral"

"Greensea Island"

"Charmed Circle"

"Miss Map"

"Spinsters of the Parish"

"The Breaking Point"

"Peregrine's Progress"

Walpole

Bridges

Jewell

Benson

Maxwell

Rinehart

Farnol

If your vacation trip is not already planned, the guide books just received by the Library may offer suggestions.

GIRL SCOUTS

The season's work ended on June 29th. Regular meetings will be discontinued until the fall, although informal gatherings will be held during the summer, more for the purpose of keeping in touch with each other than anything else.

Plans are being completed for sending the girls to camp. Five of the girls are going to Senior Scout Camp at Gilmanton, N. H., for the month of August, while the younger girls of both the Holly and Thistle Troop have been given the privilege of going to the New Bedford Scout Camp for one week.

The Rummage Sale held by the Troop Committee on June 1st and 2nd netted a profit of \$208.47. Articles and clothing left over from the sale were sent in to the Morgan Memorial.

BOY SCOUTS

Nineteen of the boys, with two Scout Masters, spent June 15th and 16th at Fort Revere where they took part in the Scout exercises with other members of the Old Colony Council. The troops were reviewed by Generals Cole, Hersey and Brewster.

The boys are to take part in the American Legion parade on the 4th of July in Walpole.

Already plans are under way for a week at Camp Manomet, although the date has not been set definitely yet.

CITIZENS' MILITARY TRAINING CAMP

We have received a notice from the New England Headquarters of the Military Training Camps Association regarding the 1923 Camp which is to be held at Camp Devens August 1st to 31st for the training of 3000 young men between the ages of 17 and 24.

We have been asked to nominate one of our employees to represent the company. Anyone between these ages who is interested please send his name to the Labor Bureau. The Government pays all expenses, including cost of travel. The student gives his time. In return he will learn how to serve his country in time of peace and war; how to care for his body and build up his health; habits of self control, resourcefulness and self-reliance, discipline, cooperation and teamwork.

Labor Bureau.

BOSTON BETTER BUSINESS COMMISSION

You can spend your money any way you want, but you are entitled to know what you are buying. Unfortunately, there are too many people in this country who are willing to spend their money without finding out all they can about what they are actually buying. Take for instance, wild cat stock propositions. Most of the people who buy the stock in them think their money is safe and believe it is simply a question of how rich they are going to be. So it seems reasonable to suppose that most of the people of small means buying wild cat stock do not realize that the chances of their losing the money they put in are greater than the chances that they shall profit. Of course, if you want to take a chance and put your money into some new stock proposition and you are satisfied that you are taking a fair chance—that's your business—but it seems to be the general opinion of men who have come in contact with holders of worthless stock, that most of the people who bought the stock thought their money would be safe, and the only chance was whether they would get rich on the money they paid for the stock or receive a reasonable interest on it. When the company finally proved a failure it was the first inkling they had their money was actually lost and that there had always been a good chance of their losing it. Promoters will tell you about this rich man or that rich man who put in a little money in a wild cat proposition and made a fortune. The rich man may have put his money in the proposition, but he knew what he was doing, and that he was taking a chance, and the only money he used was money he could afford to lose. Rich men don't risk all the money they have in a risky proposition. They look before they leap—in fact they investigate before they invest.

Naturally, a stock salesman will tell you all the good things about his proposition, but you owe it to yourselves to make a more complete investigation and find out from a reliable source as much as you can about any stock that is offered you. If you will give us the name of any stock you are thinking of buying, we will have it investigated for you by the BOSTON BETTER BUSINESS COMMISSION, INC., an impartial organization that investigates stock issues that are offered for sale in Boston. It will cost you nothing and it may save you some money. BEFORE YOU INVEST—INVESTIGATE.

Note: The Boston Better Business Commission is perfectly trustworthy and is doing a great deal of good. If you are in doubt about any investments, write them direct or get in touch with the Labor Bureau. We will be very glad either to call them on the 'phone or write for any information you desire.

B. D. Rogers, Labor Bureau.

Notes from the Plants and Offices

MAIN PLANT

Congratulations are in order among the Paper Machine men. William Quinn, erstwhile machine tender on No. 2, has been promoted to more responsible duties. Frank Massey takes his place, and Jim Donovan advances to back tender, and James Donnelly to third hand on No. 5.

Steve Markewicz may be seen most any time speeding along in his high-powered car.

Carl Schaier had to spend several Sundays in his back yard while his car was being painted. Those were long, long days.

Have you seen Michael Sameski in his new Star? He sure is enjoying it.

J. H. Maguire has just treated his car to a new coat of paint, and the bus shines like new.



POWER AND STEAM DEPARTMENT ABOUT TWENTY-FIVE YEARS AGO

(Left to right) Joseph Walker, Edward Urmstrom, Montague, Frank Bentley, Thos. Middleton, Herbert D. Taylor, Unknown, John Quinlan, Vitus Gliedhauf, John Eppick.

George Petrotis has been wearing a broad grin these days since the stork left him a baby daughter.

One almost feels that one should be dressed in one's go-to-meeting attire when one calls on Arthur Smith these days. Talk about your Clean-up and Paint-up campaigns. His office is pretty nearly the show place in the mill, what with the new approach and all the white paint.

Ottie Johnson is back on the job after a week's rest at home.

The Cutting & Sorting Room is putting its best foot forward these days. It certainly looks remarkably improved.

Tom Maguire is the proud owner of a new Willys-Knight.

Jim Kivlin says that he will insist that a clause be written into his new lease providing for the care of his office. He doesn't like the idea of having his half the floor being left unwashed when the annual housecleaning takes place.

The new fan in DMT helps a good deal during the torrid weather.

Carl Peterson and his family are busy making final preparations for their trip to California in their car. They expect to camp on the way and hope to make the West Coast in a month.

We're all mighty glad to see Charlie Knaus back on the job after his serious illness.

The fellows in DMT are holding a fund for the first fellow who gets married.

Many of us, who have seen Johnny Maguire working in his beautiful garden around his home on Washington Street, have wondered if there wasn't something else besides flowers that he was digging for. Now we know that

there was because during the past week he very proudly showed us three old coins that he dug up recently. The oldest coin is an U. S. copper cent dated 1820. This cent is about the size of a half dollar, and, without a doubt, is worth some premium. One of the other pieces is an old Italian coin but it is impossible to make out the date.

Have you all seen Ralph Nutter's "Ice Cream" shoes? They are the chocolate and vanilla variety.

Somebody saw snakes at the Bird Club and Al Kendall carries the scars. We feel that there is something queer about this, but can't quite figure it out.

The Mill Office girls are now drinking milk floats at noon. The floats are caterpillars and other things.

Mr. Goodspeed did not dig his potatoes last year, and they are coming up again this year. He is figuring on six times as big a crop this year as he would have had last. Well, maybe. We don't know so much about scientific farming ourselves.

Overheard in the Mill Office

Carl Schaier (hanging up the receiver with a puzzled frown). "Gee, that's funny. Somebody wanted Steve to call the D. F. operator. Say, Jim, who's the D. F. operator?"

Jim: "Well, I don't know. I've often heard 'em called that, but not officially."

An interesting piece of poetry which has been going the rounds during the last few days has come to our attention. It has rhyme, and while, without doubt, it is clever, we do question the author's taste and judgment. At any rate, it's an amusing bit of reading for a hot day.

BOX SHOP

When Joe Naughton tries to ride his bike and watch the barefoot women in South Norwood, he will be older than he is now. Here is what happened: Bike and Joe hit curbing at gutter. Joe acknowledged the bump by going over handle bars and hitting the old Washington Elm right where George had lunch. Joe received multiple bruises, as Shakespeare would say, and much and many lame places show up at every step.

WHO'S WHO

Bob Morse, and his mascot, makes his first appearance at the Pinnacle for his noon-day dip.



Roy Fullerton made a trip up the Mohawk Trail over the holiday in his new Dodge sedan. He allows as how it hasn't so much as compared to a trip in the woods in the old Pine Tree state.

A very enjoyable evening was spent at the wedding reception of Miss Annie Santora by many of the Box Shop friends. Refreshments aplenty, with dancing for those who could, added greatly to the pleasant time.

Harry Tower has returned from one week spent in Northern Maine with a fish line. Great catches are reported, but pictures mean a lot sometimes.

Steve Reardon is back from his annual vacation looking quite refreshed. No one is able to find out where he went.

Vincent D'Espinosa motored to West Point to attend the graduation exercises of his brother who graduated from West Point this year.

George Holland has gone to Canada for his vacation. We are all awaiting with interest his return.

MAINTENANCE

Talk about fish! Charlie Paine has the record for catching pickerel. Somebody said $22\frac{1}{2}$ ". We don't know whether the fellow meant the length of Charlie's fish line or the fish.

Tom Maguire has foresworn his allegiance to the Hupmobile and has taken for first choice a Willys-Knight coupe. It's a dandy.

Harry Anderson is spending his vacation in Washington. If the weather is anything like it was around here the past week we don't envy him the trip.

Chief Engineer Paul Guttormsen is the proud owner of a new Ford sedan. Jimmy Clark is first assistant instructor.

Did you ever hear a person tell how he got his black eye? Laying all jokes aside—Nel Boulter has fully recovered from his. We haven't seen or heard how the other fellow is making out.

Don Merrill has purchased a new home in East Walpole.

Jim Hadden sailed June 23 for Scotland. Ideal weather for an ocean voyage. We know you'll enjoy it, Jim.

Ed. Bonham of Dept. EX has returned very much refreshed after spending a quiet 2 weeks vacation at Mr. Gladding's camp in Bristol Harbor, R. I.

Timmons and Gladding of Dept. EX having settled their dispute have decided to enter the towing business. Any Chev owner who wishes to ride faster than he is in the habit of going should apply for a tow.

The engagement of Bill Kohler of EX to Miss Soffie Opperman of Jersey City was recently announced in the Jersey City News. Bill recently returned from a trip down there where he attended the wedding of his future sister-in-law.

Ed. Boulter celebrated his 20th anniversary, June 22nd, and this neighborhood resounded with the strains of vocal selections by George Wallace and Frank Whitehead accompanied on the piano by Robert Hood.

Davy, Jr., has just blossomed out with his Chevolet all dressed up with new mud guards. By luck he obtained them early one morning before the people in Goatville let their goats out to pasture.

If anyone in the Paine Fishing Club desires to know how to catch fish, they can obtain said information by calling Regan, Jr.

"REGARDING OUR HAPPY" OF EF

The drafting room sets the pace as foremost convention hall. On May 31st at 2.30 sharp, a reunion was held by past residents of Orange and other small neighboring villages.

Many "noteworthy" past events were recalled to the pleasure of participants and amusement of audience. Needless to say they were of a bucolic character. It was voted by all present that the duet was a howling success.

FORMER BIRD & SON MAN NOW SECRETARY OF STATE OF MONTANA

We recently made inquiries of the State of Montana in regard to certain legislation and we were very much surprised to learn that the Secretary of State was none other than Charles T. Stewart, formerly a Bird & Son representative on the Pacific coast.

In closing his letter Mr. Stewart wrote as follows:

"I am often reminded of the good old days when I was permitted to visit your good firm and meet the good people of 'Bird & Son.'

"I would like also to be remembered to Mr. Bird, Mr. Allen, Mr. Bartlett and Mr. Miller, and many other of the old time friends, who I am sure will remember me as 'ancient history'."

With best wishes to all, I am,

Sincerely,

C. T. Stewart,

Secretary of State.

No doubt many other members of our organization will remember Mr. Stewart, who had made many visits to our plant, and would be interested to learn of the unusually high honor which has been paid him.



DENNIS CULLINANE AND HIS ABLE ASSISTANTS IN TAKING CARE OF ALL OUR MAIN MILL PIPING WORRIES

Front row left to right: Jack Manley, Martin Costello, Dan McDavitt, Denny Cullinane, P. W. Morrison. Back row left to right: Jerry Cullinane, John Dower, Martin King, George Porter, James Connors, Bartley Foley and Martin Conley.

BUILDING & ROOFING

The two crews for No. 1 Machine at F. B. Department are a little bit backward about rushing into print, but we are glad to present to you these pictures showing the "stand bys" of the two shifts. They have been doing some very good work of late, occasionally boosting a record, but always remembering the slogan of "quality first," then quantity. Honors for leading in Record Runs on the various products are about evenly divided so that the competitive interest is keen.

Reardon almost equalled Hamilton's record of slate roll goods the other day and he has his eye on Chicago's. He says he will beat that before many moons.



PAT REARDON'S No. 1 MACHINE CREW

Seated, 1 to r: Thos. Smith, Adolph Ketty, Sam Pernolia, Attilio Maracco, Pat Reardon. Standing, 1 to r: Gus Mauritz, Guiseppe Amnese, John Bartkewicz, Louis Dalksever, Ed. Macchie.

Graham is waiting for some one to jump his shingle record, so he can have something to work for. "No special honor in boosting your own record," so he says.

As everyone knows, we have a wonderful system of merits called Suggestions at five bucks each. They are great and are well patronized. Of course, there many kinds covering everything in the world. Some are good and some are rotten. Red Fulton cracked a dandy last month—something about putting a trap door in an elevator, or something like that, but, for goodness sake, don't ask him anything about it or you are apt to get murdered. Red is pretty sore for the fellows have been



A FEW OF THE CREWS WHO WERE LEFT OUT OF THE LARGER GROUPS

Seated, 1 to r: John Wosner, R. J. Ward. Standing, 1 to r: Walter Cucciado, H. E. Everett.

jazzing him pretty badly about it. He had to go and install his own suggestion and found that he had a whale of a job on his hands. He said that if he knew what it meant he would never have put in that one. However, he has

well earned the five iron men. Hurrah for suggestions! Ask Red. He knows.

We are all getting the backs of our necks washed, also behind the ears, for we are getting ready to go up to Norwood pretty soon to the house warming for which we are expecting an invitation. Francis W. Smith, as everyone knows, is getting grey hairs worrying about the new villa he is having constructed on Beech Street. Gosh, but you ought to go up to see it. All modern inconveniences—hot and cold gas, running water (in the cellar). No wonder Frank is puffed up. Perhaps some day he will send the *Review* a photograph of the estate. It ought to make fine advertising for Bird & Son, inc., for he has the finest bunch of Giant shingles in the world on his roof. We sure are impatient for that invitation. Honest.

!! Notice !!

Please be notified that, after this date, the writer will no longer be responsible for any debts contracted by Francis W. Smith, for he has deserted our office for the Tin Cap Building, just to be near Rob Roy. Yep, he took Boothby with him, thank goodness! (Signed) H. A. D.



JACK GRAHAM'S CREW ON NO. 1 MACHINE

Seated, 1 to r: "Jack" Graham, Simon Rasulewinis, Albert Surr-ette, Elmer Eckland, Wm. A. Evans. Standing, 1 to r: Tony Strukele, Mario Preriera, Joe Mitchell, John Eppick, and H. E. Everett, Machine Foreman

Charles Derry left us for a few days to go to Plainfield, N. J., where he visited his son, who is Plant Manager of the Anglo-American Pharmal Corp. of New York City.

Clyde Bassett celebrated Flag Day gloriously. Among other things he purchased a big piece of Climax. Foley, Manimon, Seavey, Morgan, Olsen and Watson, please note. Also Graham, McKenney, Stoddard and numerous others.

Henry Morgan and Ed Conlin played in luck or ill luck, whichever way you want to look at it, this month. The house where they lived took fire, but it happened at noon, so no one was injured. Ed and Henry, however, lost most of their personal possessions.

From all accounts, the best crop being raised these days is cut worms. They flourish in spite of rain, no rain, heat, cold and high winds.

We think it would be hard to beat the record Eli Chamberlain, Superintendent of Building & Roofing Plant, has established with his car during the month of June. Over the week-end of June 2nd, he made the trip to Provincetown and return in one day, 280 miles. Over the week-end of June 9th, he drove over the Mohawk Trail and was at his desk early Monday morning. On the week-end of June 16th, this same gentleman, with his wife, drove the same car up through the White Mountains into Northern Vermont. This trip took in the holiday. Some mileage record to make in such a short time.

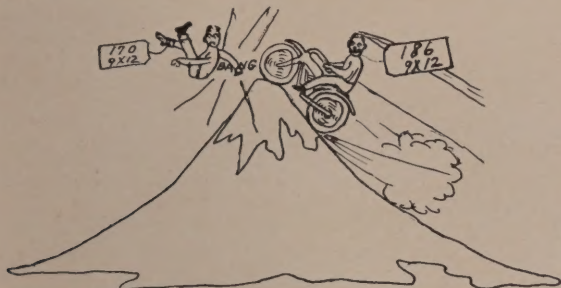
John Carlson, FBP, is one of the first to return from his two weeks' vacation. John doesn't say much but we have reason to believe that he met some very dear friends in New Hampshire.

FLOOR COVERING

Maguire returns from New York with a stiff neck. Of course living in the country, Norwood, as he does, it was the tall buildings.

Anthony Schreiber became the happy bridegroom on June 13. He was married to Miss Beatrice Knight at the home of the bride's parents, Mr. and Mrs. Oscar Knight of Islington, Rev. Robert Wood Coe of Norwood officiating. His fellow-workers of the Inspection Department gave him a clock for the new home, Mike Shergals making the presentation in his usual felicitous and amusing manner.

John Seldon's Rug Finishing Department hung up a new record on June 22 of 186 9x12 Rugs in an hour. The previous record was 170. Our artist W. J. pictures it below.



Not to be outdone, Van der Pyl comes across with the following: "The Rug Winders aren't the only ones who can make records. No. 2 table in FFF waxed and rolled 164 rolls on June 22nd, breaking the previous record of 162 rolls made November 7th of last year. The crew whose cooperation made this possible consists of Bill Olsavitch, Wilfred Massey, Joe Uzdownis, Mariano Marinelli, Santo Damico, Nunziante Famingletti, Tony Dastalio and Mike Conroy."

Some of the fellows who live at the Bird Club must be more fortunate, or more unfortunate as the case may be, than most of us, judged by the type of snake stories that they tell.

Bill Colmer, Ghen and Wadsworth have been putting in some spare time the past few weeks attempting to transform the yard around the Oil Boiling Plant into the garden spot of the Norwood Mills. It is worth a visit just to take a look at Bill's pansy bed.

A Few FF Folk in Fame and Foible

Amos Peterson: Trying to keep good-natured.
Jepson: Snapping into it.

Sodergren: Reducing.

Alfred Peterson: Digging up work.

Vander Pyl: Feeding the multitude, etc.

Wadsworth: Just living.

Gurney: Bon mots.

Sutherland: Waking up and missing the cow.

The *Review* extends sincere sympathy to Ralph Wight in the loss of his mother.

Congratulations are extended to Hugh Chatfield Knight of the Research Laboratory upon his recent marriage to Miss Ruth Boynton Driver of Melrose.

Mr. Knight is enjoying his vacation and honeymoon in one, somewhere in the U. S. A. We are laying for him on his return.

OFFICE NOTES

Whitman, of the Sales Department, has left his desk, and gone off in a new Essex coach seeking orders for roofing. We offer him our best wishes.

Mary Metcalf, who has been Mr. Chase's assistant for the past year, has left us to go into the egg and chicken business.

Mae Silverman, of the Payroll Department, is to be married August 15th. Best wishes.

Her former co-workers will be interested to learn that Miss Sue Calkin is to be married August 15th to Harry Baker of Somerville.

Roy Springer had a mess of green peas from his garden on Pleasant Street for dinner on Sunday, June 24th. He believes he is one of the first to enjoy fresh from his own garden this spring.

Mr. Anderson is beaming on all comers since the advent of a small daughter, Betty Ann, at his home.

Before her departure for the coast, Marjorie Abbott was entertained at lunch by a group of her friends at May Gardner's home in Walpole.

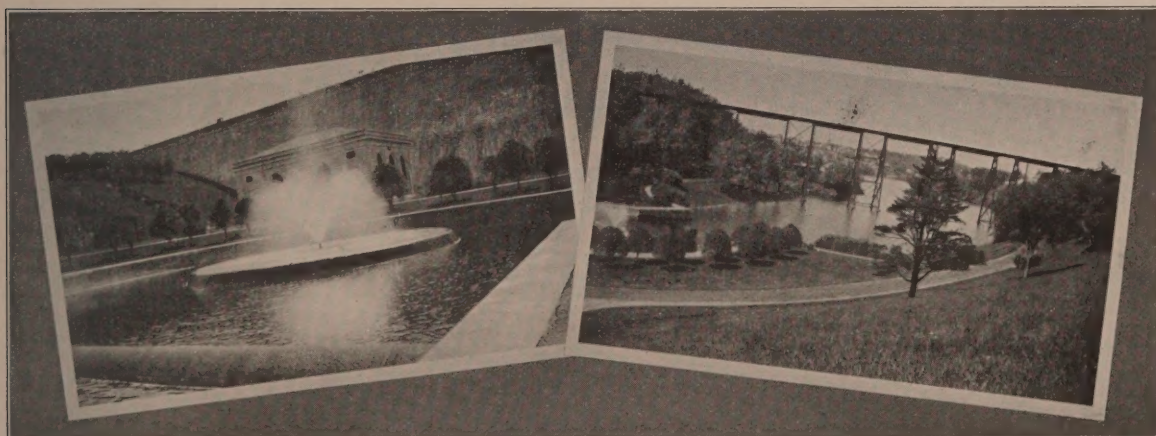
We are glad to report that Margaret Downing, who was painfully injured in an automobile accident recently, is recovering rapidly and expects to be back at her desk soon.

Our best wishes go with Leona Wentworth, who has had charge of the Mail Room for the past few years. She is leaving us to go to Maine. Jean E. Richardson is to take her place.

There are several newcomers in the Stenographic Department to whom we extend a cordial welcome: Mary Walsh, Catherine Mohan, Olga Lennis and Margaret Costello.

Katherine Roche and Hannah Wacks have been added to the force to take care of vacation substituting in the Comptometer Department.

Cornelius Gardner has joined the ranks of the Stores' Accountants.



Two Views of the Wachusett Dam, Clinton

(Taken by Carl Schaier)

PHILLIPSDALE

Congratulations to our young friends, Miss Harriet Phelps and Master John Farrell, who graduated from Wilson School on June 19th.

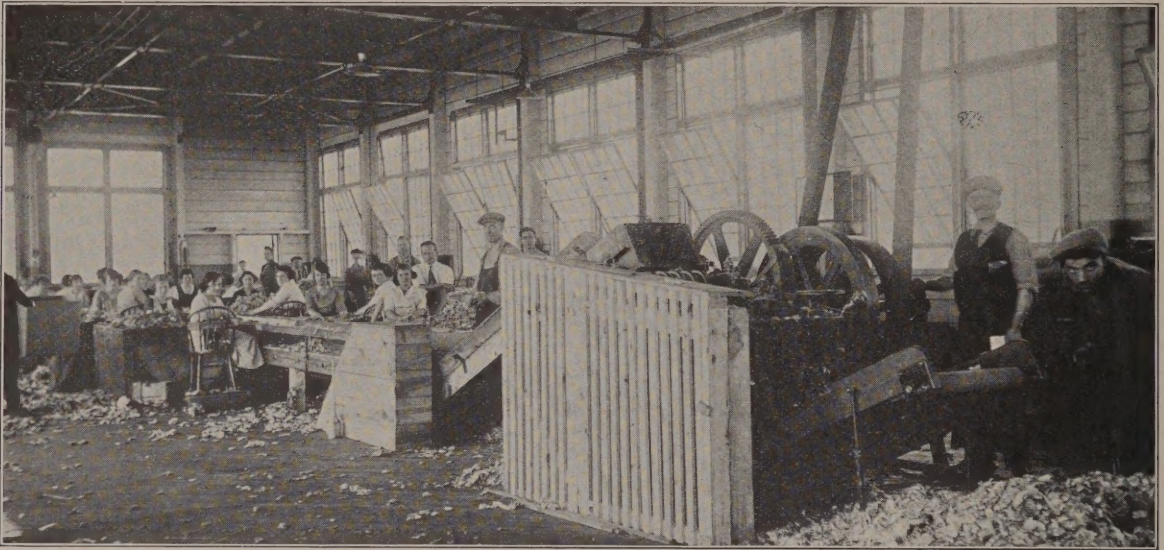
Alexander Homenuck, our Yard foreman, has just bought a new Overland touring car which he says makes the kiddies happy. He takes them out for long rides and it makes them feel so good that now he would not be without a car.

Have you seen George Hawley's new car? Not a new car, but just painted so that it looks better than a new car. George thinks so, too. Just watch that pose when he is driving it.

that they have a good time.

On Saturday night, June 9th, Seigel Tarasenkov, one of our tour foremen, met with a very painful injury while putting on a belt in the Beater Room basement. He got his foot caught in the belt and fractured his leg in two places. He was attended by Dr. O'Rourke, who had him removed to the R. I. Hospital in an ambulance. We extend our sympathy to Seigel and his family and hope that he will be up and around soon.

The regular monthly meeting of the fire company was held in the Brigade Room on the evening of June 4th. Chief Henderson made the meeting very interesting by asking the members questions and the way they responded



Department DPG. Sorting Room at Phillipsdale, with the Sorting Table in its New Location

Work is about to start on our much needed ten-car garage. Let us hope that it will be completed this summer for it is now that the boys need it and not next winter. Flivvers can stand most anything but the weather.

A meeting of the Safety Committee was held in the Brigade Room on Monday afternoon, June 11th. Mr. Henderson gave an interesting talk on the duties of the Committee and outlined what should be done for safety throughout the plant.

Our mill has changed in appearance. With a new coat of paper and white trimmings the mill looks as though it were alive now, after covering up that coat of mourning.

As we are writing these notes, our Superintendent, Mr. Henderson, is on his way to Buffalo and the Windy City, Chicago. We hope that he has a safe and pleasant trip.

When did Rex buy that new auto? You tell 'em, Rex. The other day Rex drove two miles away from home. He says that it is not safe to go too far. Do you mean with the machine, Rex?

Mr. Chamberlain has had his house stained a nice dark brown, with trimmings of cream color. Some pep to Mr. Chamberlain. When it comes to looking up-to-date, he is there.

Manuel Pereto, while on his way to work on the morning of June 13th, was attacked by three dogs and severely bitten on the arm and leg. The police were called and they carried him to Dr. O'Rourke's office where his wounds were dressed. When the dog officer, Charles Higgins, arrived he found the three dogs on the bank of the Seekonk River. They attacked him but two well-aimed shots brought the leader down. The other two turned and made their escape. The owner of the dogs said that they had broken away about six o'clock that morning. People who own such dogs should see that they are securely fastened—with no chance of their escaping. What chance would a boy or girl have with such beasts?

Charles Cyronock and our nice little office boy, Walter Madden, at this writing are on their vacations. We hope

showed that the men had given attention to the instructions given them at previous meetings.

Signs are now posted throughout the plant with the new fire signals plainly printed. Read them until memorized.

Edward Kelley, of DPM, has taken a trip to old Ireland. He is to be gone for three months. Ed has the right idea of taking a vacation—both for the time of the year and the place. He has taken Mrs. Kelley with him.



Our Brigade Room at Phillipsdale Looks Neat with its New Coat of Paint and Floor Covering

We wish them a pleasant and safe voyage.

Some of the boys from DPM went over to Ed's the evening before he sailed to give him a good send-off. Solos were sung by Mr. Madden and Mr. Christie, and recitations by James Casey. The evening closed with good wishes from all to Ed and his wife.

WESTERN NEWS

WINDI-CITI-ITES

The first conference of Mill men from our three roofing mills met here in Chicago the week of June 4th. Messrs. Lines and Kimball were here from East Walpole and Mutch from Hamilton. Trips were made to several roofing plants in and about Chicago and much interesting data exchanged.

Another little girl, Ruth Jane Hanna, has joined the Bird and Son family. We don't blame you, Howard, we would smile too if we were so blessed.



CHICAGO'S SHINGLE TYERS
Dunn, Kneir, George and Flaherty
We will line these boys up against the world

Several "non-stop" and record runs were made on the machines this past month. Both George and Jansen are working hard to make "non-stop" runs and several times one stop alone has prevented it.

Harry Cunningham, our unloading foreman, came back safely from his vacation. Previous to his vacation he had a mixup between a street car, a 5-ton truck and a pile driver—at least it looked so.

L. L. Williams started in this week on the Michigan territory formerly worked by Silverthorne. Williams started out in a nice new Dodge with "some" extras.

Several new fire doors are being added to our plant in the Finished Stock Storage. We are endeavoring to eliminate all possible fire hazards.



WHO'S WHO?

J. H. McCarthy, the proud daddy of twenty-four boys and girls. We claim this record for the "Windi-citi"

The extension from the blower on No. 2 over the shingle pick-up sections helps keep the air clearer and cooler than heretofore.

Cyril Hettich, Earl Clark's assistant, has so far recovered from his case of measles as to be married and is now on his vacation combined with his honeymoon. Best wishes, Hettich.

Bob Brabach is apparently thinking of getting on the Chicago Police Force—at least the way he cleaned up a crowd of hoodlums the other night would surely stand in his favor.

Mr. Hird visited Salesman MacDonald in Minneapolis the week-end of June 7-9.

Jack Parrott of the Blowing Plant was as busy as "a little dog with two tails" while Foreman Joe Blosky was on his vacation. Well, Jack, you sure got through with it O.K.

Jim Halzewood who worked on the Waste Water and Filter Beds at East Walpole visited us a week back. He is

now at Fulton, New York, as Inspector of Felt for the Barber Co.

Joe Miller, our Wisconsin Salesman, brought Mr. Damon of the South Side Roofing Company of Milwaukee in for a visit early in the month.



The Chicago Floor Covering Office is a Busy Place

Several more good sized Built-Up Roofing jobs are coming up in the near future. This type of roof has many possibilities for large sales.

Out at the Glencoe Golf Club last Sunday, B. J. Overholt drove onto the green 198 yards and lay three feet from the pin—he got a 5. Well, it does make a guy nervous when he gets so close, we'll admit.

NOT ALTOGETHER HIS FAULT

Eddie had traded a nice pocket knife for a forlorn looking dog, minus his tail. His father teasingly reminded him that he got the worst of the bargain as the dog had no tail. Ed sobbingly answered, "Well, Daddy, he was sittin' down when I traded."

MOTHERS!

Autos will kill 220 children
and injure 5854 in Massachusetts
this year unless you
help prevent it.



**DON'T let your
children play
in the street!**

**MASSACHUSETTS SAFETY COUNCIL
SAFE ROADS FEDERATION**



BASEBALL

INDUSTRIAL TWILIGHT LEAGUE

June 29, 1923

	Won	Lost	Per Cent
Bird & Son, inc.	7	5	.583
Hollingsworth & Vose ...	7	6	.538
Lewis Mfg. Co.	7	7	.500
Multibestos.	5	8	.385

The League is without doubt the best ever carried on here in Walpole between local teams. Every week brings forth new stars on each team and gives that team a new lease on life for a week or so. Look over the standing and see what a couple of wins by H. & V. would do to it.

Every team deserves the full support and co-operation of the firm which they represent. Those that do not play for one reason or another should make it their duty to attend every game they possibly can and root their heads off for the home team.

In the last seven games Bird & Son, inc., have won four and tied one. They have slowly overtaken the Lewis Mfg. team which held the upper berth since the second week of the season.

The following games have been played since last month's issue:—

May 29, 1923

Salley started in the box for Bird & Son, inc., but was relieved by "Miller" Higgins in the fourth. Up to this inning Salley had been pitching air tight ball, striking out four men in three innings, but the fourth seemed to be crowded with errors and a couple of hits which, when the air had cleared, found three of the textile bunch roosting on as many bases. Right here "Miller" stepped up and played his part as a relief pitcher in great style. But, on the other hand, where were the "Birds" with their runs? Same old story—could not make the pill land where it should—consequently the score looks like this:

	1	2	3	4	5	6	7	R
Lewis Mfg. Co.	0	0	0	4	2	0	1	7
Bird & Son, inc.	0	1	0	2	0	0	0	3

June 1, 1923

The Hollingsworth & Vose team had the pleasure of entertaining their friends from Bird & Son. They say they did not have the heart to win this game after taking the first two home with them. So we won our first game from Vose's but it was nothing to brag about—only one run to the good. Score:

	1	2	3	4	5	6	7	R
Bird & Son, inc.	2	0	1	3	0	0	0	6
Hollingsworth & Vose.	0	0	1	1	0	0	3	5

June 5, 1923

Bird & Son, inc., won their second start against Multibestos. The game was much better played than the first as the score shows.

	1	2	3	4	5	6	7	R
Bird & Son, inc.	3	0	0	1	0	4	0	8
Multibestos.	0	0	0	3	1	0	0	4

June 12, 1923

Once again the H. & V. team came up over the river—this time as visitors of Bird & Son—with fight in their eyes and also in their make-up. We got three runs in the first inning and four in the second. This was enough to start any ball team to thinking. The H. & V. men put their heads together and got two runs across in the third and seven in the fourth. Neither side scored in the fifth. Vose's added one more to their two run lead in the sixth and Bird & Son, with the head of their batting order up, got down to work and put two runs across. H. & V. were unable to hit "Dave" fair in the seventh and we squeezed across the one run needed to tie the score. The managers decided to play one extra inning but it was so dark the pitchers had little trouble in striking out the batters. The game was called on account of darkness.

	1	2	3	4	5	6	7	8	R
Bird & Son, inc.	3	4	0	0	0	2	1	0	10
Hollingsworth & Vose.	0	0	2	7	0	1	0	0	10

June 15, 1923

For the second time we journeyed to Walpole with our crack third baseman as chauffeur and took the Multibestos crowd into camp, 9 to 5. Bill Murphy was the hero of the game for the winning of it is entirely due to him. Things went along so-so until the seventh. Nothing out of the ordinary happened except that Bird & Son was two runs in the rear. In the seventh with two down, "Tap" connected for a neat single and then we started to beg "Bill" to tie the score, which meant a homer. He waited patiently—had three balls and two strikes called on him—and then—Oh! Boy!—he landed on that horsehide for one of the prettiest hits ever seen on that field. Sure enough, it tied the score. This put pep enough into his followers to trim the Giants. They held their opponents scoreless in their half of the seventh and then came back for a rally of five runs, giving Multibestos one in their half. Score:

	1	2	3	4	5	6	7	8	R
Bird & Son, inc.	1	0	1	0	0	0	2	5	9
Multibestos.	0	1	2	1	0	0	0	1	5

June 17, 1923

Bird & Son playing almost errorless ball and with their batting eyes where they should be, walloped the deliveries of Lombardy and defeated the leaders 5 to 1. In the sixth inning, "Tap" Geary, playing right field, made without a doubt the best catch ever pulled off in this part of the country. We only had a two run lead at this time. They had two men on and two out. Ellis, of the visitors, hit to right just inside the foul line. Tap, running at top speed, leaned far over his feet and snatched it



OUR 1923 BASE BALL TEAM

Front row l. to r. Clarence Mattson, 3d b.; John Hayes, utility; Arthur Eppich, c.; Miah Coughlin, c. f.; Al Smith, c.; Carl Salley, p.
Back row l. to r. John Burke, 2d b.; Wm. Geary, r. f.; Ed. Murphy, 1st b.; Bill Murphy, Capt. l. f.; Harold Higgins, s. s.; Dave Bowles, p.

forth with a royal will. He had to lean so far over that it was impossible for him to straighten up until he had fallen to the ground. But, to the joy of every last Bird rooter, he held the apple through it all. We got two more runs in our half of the sixth and held them scoreless in the seventh. Score:

	1	2	3	4	5	6	7	R
Bird & Son, inc.	0	0	0	1	2	2		5
Lewis Mfg. Co.	0	0	0	0	0	1	0	1

June 22, 1923

Again our rivals from over the river mixed it up with us and after the smoke of the battle had cleared they were sitting pretty on top of a 6 to 4 victory. Things looked dark for the first six innings for the Bird & Son ball tossers, but in the sixth we rallied and found the old pill for four runs. In the seventh we managed to have all the bases full, but a wonderful outfield catch by one of H. & V.'s men dashed our hopes to the ground. Bill Murphy, who is laid up with rheumatism, was surely missed from the line-up.

	1	2	3	4	5	6	7	R
Hollingsworth & Vose	0	0	1	4	1	0	0	6
Bird & Son	0	0	0	0	0	4	0	4

TENNIS

At last the four tennis courts are in first class condition. Bill Carberry has entirely resurfaced the Bird Club court and we have heard several say that the Walcott Avenue courts are in better condition than any in this section of the country.

We are pleased to note the interest the new-comers in town have taken in the game. They are out to beat some of the old timers in the tournament this year. Watch out everyone and see that you do not get out of practice. These new fellows are out every night and getting in shape fast.

The tournament line-up will be drawn the week of June 25th and the tournament will be off to a flying start on July 2nd, 1923.

It has been noticed lately that a few, who have so far

failed to pay their dues, have been playing on the courts. This, of course, is not fair to those who have paid, and, therefore, are entitled to first use of the courts after they have been rolled and put in good condition. Also, the habit of playing with heels—either rubber or leather—should be stopped.

If everyone who desires to play tennis will send \$2.00 to John M. Brown, Treasurer, care of Bird & Son, inc., and then use the courts as they would their own, we will all get along O.K. and enjoy the game as we should.

AN EXAMPLE TO FOLLOW

Under the caption of "Perseverance," here is a little story going the rounds that conveys a lesson to big boys as well as to little boys—boys of our size, full-grown.

"Do you want a boy?" he asked of the magnate of the office, standing before him, hat in hand.

"Nobody wants a boy," replied the magnate.

"Do you need a boy?" asked the applicant, in no wise abashed.

"Nobody needs a boy."

The boy would not give up.

"Well, say, Mister," he inquired, "do you have to have a boy?"

The magnate collapsed. "I am sorry to say that we do, and I guess you're about what we want."

NEEDED A BATH

"Don't you know I tol' yo' not to go swimmin' wid no white trash chil'ren, eh?" demanded Sambo of his erring offspring.

"But he wa'n't white before he went in," replied the youngster.

De world owes you a livin' son; but you's got to do some work to get yohself identified as de feller it's coming to.

—Uncle Eben.

Follow the Arrows

TO THE

**BIRD CLUB
CARNIVAL**

Bird School Grounds

Saturday, July 21



SPORTS

BALL GAME

BAND CONCERT

MIDWAY

DANCING

\$100 in Gold to be Given Away



In case of unsuitable weather the carnival will be held
Saturday, July 28th



VOL. XI

NO. VIII.

BIG DAY AT BIRD CLUB CARNIVAL



Blueberry Pie Race. They Were Told to Dive In - and They Did.

All roads led to the East Walpole school grounds on Saturday, July 21, where the third annual Bird Club Carnival was held. There were attractions for young and old, and the large and carefree crowd which visited the grounds during the afternoon thoroughly enjoyed them. It is estimated that the attendance was somewhat larger than it was a year ago and Frank

Smith and his co-workers were kept busy at the gates handling the throng.

The gay booths of the Midway, which had been set up by Charlie Conrad and his Grounds Committee in the morning, attracted the attention at once. Here Ben Taylor's crowd had an unusually alluring lot of goods to tempt the visitors to try their luck, and many were made happy

with the acquisition of a blanket or a shining new kettle.

The races, which were run off under the competent guidance of Russ Tupper, brought forth a goodly array of entries and most of the contests were close. Tom Thomas established his claim as champion pie eater in the blueberry pie race, with Ben Baranofsky and Fred Rognes coming in second and third, respectively. In the sack race for boys under 16, James Smith took first honors; Harry Hilton, second; and Felix Babel, third. The three-legged race was a hard-fought battle, but Kendall Valentine and James Smith managed to leave the field behind and breast the



Winners of the Girl's Race
Margie McKee, 1st; Annie Nowak, 2nd; Ethel McKee, 3rd.

tape first. Roscoe Bourden and Alden Reed came in second and Felix Babel and Peter Wronskus, third. The girls had a chance to show their fleetness of foot in the 50-yard dash for girls up to 12. Out of a large field, Margie McKee came in first; Annie Nowak, second; and Ethel McKee, third. One of the most amusing contests was the egg race in which Mary Broderick captured the first prize; Mary Foppiano, second; and Mary Troiano, third. In the pipe race for men, Herbert Badger nosed in first, with Gene Sullivan and Frank Morino close at his heels. The 100-yard free-for-all was won handily by Francis Dalton with Wallace Duncan and John Manley coming in second and third.

After the races, the All-Stars of the Walpole Industrial Twilight League and Bird & Son's champions met in a loosely-contested ball game in which the All-Stars showed their right to the title by coming out on the large end of a 12 to 8 score.

The entertainment features of the 1923 Carnival went through as per schedule. Following the sports in the afternoon the children were megaphoned together for a Punch and Judy exhibition. By the way the boys yelled "Jiggers" when the devil came up, they enjoyed the show immensely. Again at five o'clock a much larger crowd, probably 200 children witnessed a second show. This time they were seated on the hill-slope and we noticed a considerable sprinkling of grown-ups,

who, at least, enjoyed the children's enjoyment of it. The operator, an intelligent chap, tells me that this is one of the oldest forms of entertainment. He has traced it back to the fifteenth century. It never fails to please.

At 7 o'clock Lieut. John H. Lee's American Legion Band came down from Camp Devens and put on a snappy concert until 10.30. In their overseas uniforms, and the character of their work, they created a very favorable impression.

During the evening, Dick Alden, a professional, put on two performances of a clever comedy slack wire act, and George Murray gave an exhibition of Indian Club swinging that evidenced both skill and training. When he appeared for the second time, instead of clubs, he brought four sticks of red fire and cut all kinds of carlicues with them for a very beautiful effect.

The Bird Club Orchestra, Parky Rogers, leader, furnished excellent music in Bird Hall during the evening to the delight of those who like to dance. A much appreciated innovation was the selling of tonic at the hall with Fred Duncan as chief dispenser.

No account of the Carnival would be complete without mention of Harry Mann and his hustlers in the Refreshment Tent who were, without question, the busiest, and judging by the patronage, the most popular bunch on the field.

The lighting effects were especially pleasing. Frank Whitehead provided two large flood lights, which, with the colorful balloons, gave a festive appearance to the scene.

The \$100.00 gold prize was won by Mrs. McKenna of New York City and the \$5.00 gate prize by Miss Mary Ryan of Norwood. The first prize for selling the most books on the \$100.00 in the office was won by Mrs. A. F. Brown, in the main mill by Miss W. M. Smith, at the Building and Roofing plant by Francis Sheehan, at the Floor Covering by Schrieber, and at Phillipsdale by Holley.



Watching the Punch and Judy Show
Awarded Second Prize in Snapshot Contest. Taken by H. E. Rouillard.

All returns are not in, but so far as the Finance Committee can judge now, the Carnival netted about \$600.00 for the Bird Club Treasury.

The General Committee takes this opportunity to extend its thanks to those who so generously helped make the Carnival a success. Following

is a list of the committees with the additional workers:—

General Chairman: J. B. Maguire.
Midway Committee: B. R. Taylor, Chairman, George Wallace, J. F. Quinlan, Ralph Nutter, J. F. Maguire, Jr., Henry Morgan, H. C. Jepson, L. M. Vanderpyl, D. B. Kimball, A. W. Smith, H. S. Whitney, Nils Lindequist, F. L. Murphy, Walter Connolley, C. H. Andrews, A. H. Anderson, L. E. Tarr, John Selden, H. Higgins, H. L. Badger, Miss M. Poff, Miss W. Smith, Miss Mary Graney, Miss Rita White, E. L. Connolley, Hector Harrison, J. A. Timmins, Wm. Maxwell, J. M. Brown, F. J. Spang, Frank Smith, Clinton Hanscom, Emil Sigmund, John Manley, E. Koebe, C. Bassett, M. Shergals, Walter Murphy, M. L. Gray, Miss Phylis Webb, Miss Surette.

Refreshments: H. N. Mann, Chairman, James Dine, Victor Burrell, W. F. Geary, A. M. Kendall, F. W. Fisher, H. Nordstrom, Wm. O'Donnell, Amos Peterson, J. J. Linnehan, George Holland, L. Fullerton, P. J. McDonald, A. Connolley, F. Farrar, B. O'Donnell.

Lighting: F. W. Whitehead, Chairman, J. J. Donovan, Wm. C. White.

Entertainment: H. E. Rouillard, Chairman, J. J. White, J. E. Curran, W. A. Beaulieu.

Parking: Ralph Wight, Chairman, S. H. Kay, Fred Kinsman, Maurice Mason, D. G. Merrill, Robert Fisher, Edward Scanlon, Harry Tower.

Dancing: F. B. Duncan, Chairman, P. N. Hills, R. B. Wadsworth, K. G. Rouillard, Edward Conlin, Lawrence Stone, P. F. Breen, H. A. Schailer.

Tags: F. W. Smith, Chairman, H. A. Dresser, G. B. Sodergren, J. P. Dolan, S. H. Gladding, Wm. Freeman, Harry Godkin, Robert Hood, Arthur Wilson, Patrick Rogers, Geo. Garland, Miss O'Brien, Miss Cook, Miss Brimmer, Miss Hammond, Miss Lumsden, Miss Nichols, Mrs. F. W. Smith, Mrs. A. V. Wilson, Miss Helena White, Miss Delia Hennessey, Miss Marg. Downing.

Sports: R. L. Tupper, Chairman, Wm. Murphy, Harold Higgins, Wallace Duncan, S. F. Martin, H. G. Higgins, C. Salley, S. Hunter, J. O'Donnell.

Grounds: C. W. Conrad, Chairman, J. H. Smith, D. J. Cullinane, Dan Jones, A. H. Boothby.

Service: S. B. Montgomery, Chairman, H. H. Miller, A. D. Kilham, E. L. Chamberlain, F. C. Bassett, D. E. Merrill, Lothrop Bartlett, J. A. Sheehan.

Red Cross: M. R. Leavitt, Chairman, E. M. Haslam.

Finance: H. G. Johnson, Chairman, A. W. Mellin, R. M. Springer.

Advertising: R. G. LaFountain, Chairman, P. H. Bailey, Timothy Cullinane.

The Boy Scouts were general free lances and helped wherever they were needed. They did excellent work which was much appreciated.



Kendall Valentine and James Valentine Leading the Field in the Three Legged Race

CARNIVAL SNAPSHOT CONTEST

Although there were fewer pictures submitted in the "Review" Carnival Snapshot Contest than we have had in previous years, all those sent in were excellent and the judges found their task a difficult one. After much deliberation, it was decided to award the first prize of \$5 to Gladys Harper for a snap of Anthony Conrad, and the second prize of \$3 to H. E. Rouillard for a picture of the children watching the Punch and Judy show. The judges were Mrs. H. M. Robertson and J. B. Maguire.

Work—good, hard, honest work—will achieve almost any material thing in this world, and work may be delightful, noble, exhilarating, fascinating. Work may be full of excitement, of satisfaction, of joy, and happiness.

—H. Gordon Selfridge.

MAIN MILL WINS SAFETY BANNER FOR MONTH OF JUNE

Accident Record Shows an Improvement over May

Dept.	Standing for June		
	No. of Accidents	Days Standing	Emp. Lost
DM	262	0	0 1.000
FF	217	1	3 .980
FX1 and 2	204	1	4 .966
EM and ER	152	2	13 .921
FB	244	6	34 .864

The Main Mill showed a clean pair of heels to all comers in the race for Safety Banner this month. The Floor Covering Plant and the Box Shops display good records with only one lost time accident apiece, and both are out to eliminate even that lone accident in July.

The month's surprise comes in the Maintenance Department when, after having a perfect record for three straight months, they had two rather bad accidents. On June 19, Martin O'Donnell caught his foot between a motor that he was moving and an iron column and fractured his foot. On June 28, John Maitland caught and fractured his arm while repairing a belt.

The Building and Roofing plant have struck a slump and are still occupying the last round of the ladder. They announce that they have turned over a new leaf, however, and for the last six months of the year they are going to put every effort into making and holding a perfect score.

We have one accident this month which came from a neglected bruise. Cuts and bruises should be taken care of at once. A little iodine at the time of the accident may prevent weeks of idleness and suffering because of an infected cut.

Most of the other accidents came from careless or wrong methods of handling materials. The large majority of accidents can be traced to two things—having your mind on something beside the job, or taking a chance. Wool gathering doesn't pay, and taking chances is a losing game, which you cannot afford to play. Ask the fellow who took one too many.

The A B C of Safety: { Always
Be
Careful
Safety Committee.

KEEPING WELL IN HOT WEATHER

It's absurd to be afraid of hot weather. It's just good to be alive in summer, to see the trees wave in the wind, to eat all the jolly things the warm days bring, to enter sports, to swim. Hot weather is a boon even to city people if they know how to keep well.

If you don't know—here's how—
Air

A circulation of air is more essential than cool air. If the breeze flows through your apartment you will not suffer even when the thermometer is high. Keep your windows open and screened.

An investment in an electric fan will pay you better than more costly and less effective ways of "beating the heat."

Your clothing should allow free ventilation of air. Light, loose, porous underwear may be bought almost anywhere now, and it is better than either wool or silk which does not allow for the evaporation of moisture from the skin.

Collars, belts, garters, hats, shoes should not be tight. Otherwise ventilation is cut off and the circulation seriously interfered with. Shoes should neither rub nor pinch the feet, and ought to be fitted in order to provide for some expansion of the feet, especially if much walking is to be done. Low shoes are more healthful than high.

Baths

A neutral or tepid bath on going to bed is a valuable means of cooling the blood and calming the nerves, thus getting the worker ready for sleep which is the best preparation for the heat and toil of the next day.



An Interested Spectator at the Carnival
Awarded First Prize in Snapshot Contest. Taken by Gladys Harper

Water Drinking

The best thirst quencher in hot weather is cold water with a little lemon juice taken at frequent intervals between meals, not in large quantities, and not too ice cold, since it is bad for the stomach to be overworked and chilled, the result being a strain upon the heart and lungs which are already oppressed by the heat.

Diet

The best food rule in hot weather is to eat little of sugars and sweets in any form. These are energy-giving fuel foods which can only be used up by physical effort, otherwise they produce fat. Meat should only be eaten once a day in small quantities, because its combustion increases the heat of the body.

The summer diet should consist largely of fresh vegetables, fruits, fresh milk and buttermilk. Care should be taken that all fresh foods be carefully washed and fresh milk pasteurized.

One of the best lunches in the world is a bowl of fresh lettuce and tomato salad, a glass of buttermilk, some crusty bread with one pat of butter, and a cantaloupe or berries for dessert.

Exercise

Outdoor exercise, whenever possible, is splendid for the health. No one need be afraid to take during the summer, the amount of exercise normal for him. The after effect is cooling. Everyone is better for perspiring freely during exercise, then, after a cool shower, one is much refreshed.

SUGGESTIONS

Out of the forty suggestions considered at the last meeting of the Suggestion Committee, seven of which had been held over from the preceding meeting, nine were accepted. They are as follows:

Draw shelf in mill office vault.....	Florence E. Handy, PA
Protection for shafts and flooring.....	Bartley Curran, FXW
Groove in splicing board	H. Eklund, FBPM1
Location of ladder at dry rack.....	John Mattson, FBM
Drill holes for plugs in die	John Mattson, FBM
Shorten foot lever.....	Adolf Ketty, FBPM1
Crank for moving rolls	Peter Krupenick, FFN
Count of boxes in bale.	John Clancy, FXB
Concrete wall.....	Martin King, EMP

It is interesting to notice the variety of departments having accepted suggestions this month. Although FB has a plurality it has not a majority, and we hope the pride of the other departments will urge them to equal at least the record that FB has made.

It is not a bad idea to be thinking now about the Grand Prizes which are to be awarded at the end of the year. No one person has had so many accepted suggestions that he has a large handicap over anyone who might decide now that it was worth trying for. At present, Adolf Ketty is in the lead with four accepted suggestions, with John Mattson not far behind, with three. R. G. Fulton, Frederick Fuller, Allan G. Hill, Charles H. Seavey, James Surette and Frank Sego each have two accepted suggestions. The second half of the year has just begun. Let's finish it with a flourish and send in an unusually large number of suggestions.

The following suggestions have been accepted from Hamilton and Pont Rouge:

Light over shingle machine scale.....	A. Burs, Stock Trans.
Run feed water into smoke drum over boilers	T. Papillon, DRM
Extend rails at top of elevator.....	L. Dion, DRP
Handle for bind and pulley	S. Laperriere, DRB
Enlargement of dumping pipe.....	Omer Marcotte, DRB
Stretch on third felt	Roside Bedard, DRB
Overflow at head box of Jordan.....	O. Fortin, DRB

DOES THIS COAT FIT YOU, MR. FOREMAN?

First of all, I want to say to Bird & Son foremen that this article is aimed directly at you, and I hope that you will take it seriously. In many respects, however, it is general and might well apply to the foremen or a man in charge of men in any industry. The fundamental principle always applies—bring your men forward and they will push you forward.

The point I wish to bring out is that, although we have had many quite important suggestions during the past few years, it is a fact that we are not getting as many as we should from our large organization. Why is it, I ask you, Mr. Foreman, that out of the large number of men in your department, only a very few come forward with suggestions? Is it because they are afraid that they will unearth some important point that you ought to have seen yourself and so incur your displeasure?—Or even worse, is it because you, Mr. Foreman, have not encouraged your men to make suggestions nor taken the interest that you should have taken?

It is very plain to me that our Suggestion Review Committee is not receiving as much support from our organization as it is entitled to. It is following with the greatest care even the smallest suggestion that comes to its attention. Many times, after consultation and a short study by a member of the committee, it has assigned an expert to see if the rough idea, submitted by a man who could not express himself in adequate words, was of real value.

It is my belief that the foremen have not taken the suggestion part of our industry quite seriously enough, and I believe that this is the principal reason why no more suggestions have been sent in. It might well be the reason why some of the suggestions that we receive are not as valuable to us as they should be, because an employee's suggestion should be more completely developed if he were free to discuss the matter frankly with his foreman.

Now, Mr. Foreman, if you are in the class of men who think that the management has more respect for you because you know how to run every machine in your department and how to dispatch every order that comes to your department better than any one else, you are reckoning without your host. Further, you are not a real foreman or trainer of men.

The management does expect you to have the best general knowledge of your department of any man in it, and this is one of the reasons why you have been chosen for the position. A good foreman is continuously going over his organization, assisting and instructing men in the various divisions so that they may become even more efficient than ever before, and so that he, by his untiring efforts to bring his men forward in every way, may receive the respect and trust to which a good foreman is entitled. And he is bound to

get it, not only from the men but from the management, if he brings out the good qualities of the men who are entrusted to his care.

The management might well be seriously concerned in checking up the suggestions to find a department from which not a single suggestion had been received. We have advertised the fact that we want suggestions and have swung the work of the Suggestion Committee into the regular routine, assigning members who meet on the Company's time to transact the business of the committee, and we expect to see every department represented by the suggestions that are submitted.

Now, Mr. Foreman, why can you not get back of this proposition, encourage your men to make suggestions, tell them, if they do not know, what happens to those suggestions—that they are carefully investigated, that they go to the Review Committee where each one is carefully gone over, that they are submitted to the Executive Committee over which our President presides, and that, when they send in a suggestion, it not only helps them, but it helps you? And right here, let me repeat, Mr. Foreman, it does help you in many ways that you perhaps have not considered seriously enough.

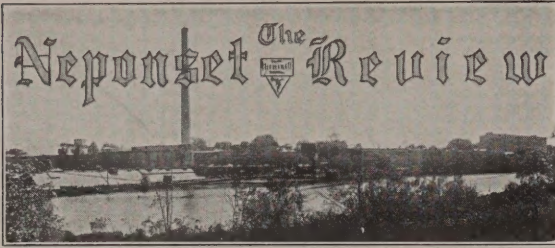
If the suggestion is a good one and it means betterment of quality or an increase in production, you not only come forward yourself in the eyes of the management, but you have brought your department to the attention of the management in one of the most impressive ways. In other words, your record on our books is improved.

I once heard of a foreman who went to a man who had suggested an improvement and asked him why he had not made the suggestion to him or told him about it. I do not know what the employee's answer was, but if this has ever happened in your department, it is largely your own fault that your men do not trust you, which is one of the most serious handicaps to any man who has been advanced to the position of foreman.

We have one of the finest organizations in this country. It has been demonstrated over and over again that the policy of our management is to keep close to our employees, regardless of what their position is. Every employee performs a certain important duty in keeping the wheels turning. It is impossible for us to know now each individual as intimately as in the past when Mr. Bird established and carried out the policy that we are now following.

So let me repeat once again, Mr. Foreman, that one of the quickest, best and most effective methods of bringing your men to the attention of the management is to encourage them in suggestions, and one of the ways to bring yourself before the management is to see to it that your department shows up favorably on the suggestion record.

G. R. Wyman.



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Editor and Publisher, B. D. Rogers

Correspondents

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F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

I have fought a good fight. I have finished my course. I have kept the faith.

2 Timothy IV 7

WARREN GAMALIEL HARDING

Nov. 2, 1865 — Aug. 2, 1923

Warren G. Harding's death is mourned by every one, irrespective of religion, race, or politics. He was a good man, kindly and sympathetic, having in his heart the desire to serve faithfully his countrymen. The Washington Conference, called by him, was the most conspicuous test of his wisdom and love of justice. It was a service to the world, as well as to America.

Above all he was a humane and lovable character, thinking of others rather than of himself. His advocacy of the abolition of the 12-hour day in steel was but a contributing mark of his large heart, especially appreciated by our organization, which abolished the long day a generation ago.

Harding was always opposed to the notion that might is right and that feeling brought about his advocacy of a World Court before which all nations could present the moral aspect of every international problem. He believed that no nation could permanently live without full reliance upon moral power. He was right.

Charles Sumner Bird.

EMPLOYMENT SITUATION CHANGING

A recent letter sent out from the Babson Statistical Bureau prophesies that there is likely to be considerable slackening in employment this fall and winter—in fact, there may be considerable unemployment in certain sections of the country and in certain industries. Mr. Babson states that there are various reasons for this and cites four which he considers most important:

- (1) Building costs have risen to abnormally high figures, which makes it unprofitable for people to build either for rent or investment. Building plans are today being cancelled and the building industry will slacken until the cost of materials declines and workers become more efficient.
- (2) The automobile output has grown to such tremendous figures that it is retarding purchasing in other lines at present prices. People who have automobiles are finding that in order to buy as many clothes, shoes, and other things as they formerly bought, they must get them at lower prices than now prevail.
- (3) Foreign factories are resuming full operations and are shipping their goods in great quantities to this country, notwithstanding our high tariff. As the American people will buy goods which are offered at the lowest prices, irrespective of whether they are manufactured at home or abroad, this is another reason why American manufacturers must do something to reduce the cost of production.
- (4) The farming situation, which last year showed some improvement, is now again in a bad way. The low prices which farmers are receiving for their products, and the high wages which they are obliged to pay, make it absolutely necessary that they buy goods at lower prices than exist at present.

These conditions, Mr. Babson feels, will inevitably lead to unemployment or lower wages unless workers speed up, become more efficient, and take a real interest in their work. The remedy is the age-old one which must be learned anew by each generation—work. It is the farmer who hoes his garden faithfully who harvests the biggest crop.

YOUR VACATION

The *Review* wants to know how you spent your vacation. So do your fellow workers. Where you went, what you did, what you saw and how you enjoyed the trip—all of these things and more would make interesting reading for the next issue of your paper. Of course, you took some vacation pictures. Send in your story or if you feel that you need help on it stop in at the Labor Bureau and we'll gladly help you.

Who has the best vacation narrative?

Library



When St. Thomas Aquinas was asked in what manner a man might best become learned, he answered, "By reading one book."

Very much might be made of some of our vacation hours from the companionship of a good book. One of the worthwhile books ought to be a part of the equipment of every holiday seeker, who cannot fail to profit by at least some one great thought which it contains. We have many books by the best essayists, biographers, and historians; a number by the greatest students of political economy and industrial management; books on nature study and travel; and good fiction galore. We shall be glad to arrange for a special extension of time to cover the vacation period on any of these books. Why not consult our shelves and our lists before setting out?

Some of the books recently added—of interest to nature lovers: "Birds and Man," Hudson. Shows how to appreciate and enjoy birds at their best in the open, and deprecates the practice of collecting.

"The Motor Camping Book," Jessup. A practical guide for motorists whether on a week-end trip or a longer jaunt; devoted mainly to the essentials in the way of equipment for a successful journey.

"The Call of the Mountains," Jeffers. Rambles among the finest mountains and canyons of the United States and Canada, with many illustrations.

"The Latchstring," Emerson. Glimpses of life in the woods, by the shores and inland Maine.

"Lost Ships and Lonely Seas," Paine. Sea tales in the past of unusual interest and adventure.

"Cape Coddities," Chatham. A charming little sketch of this ideal vacation land.

"Wild Folk," Scoville. Clearly reflects his intimate knowledge of and love for animals of the woods and fields.

"Delaware and the Eastern Shore," Vallandigham. A short historical and descriptive sketch of this interesting peninsula.

"Tales of a Lonely Trail" Grey
 "Cruise of the Hippocampus" Loomis
 "Argonauts of '49" Howe

The story of the adventures of some of the companies which started out for California in search of wealth and to assist in building up a new state. Their experiences of life on shipboard around the Horn and struggles by land across the plains, then inhabited by hostile Indians is drawn from their hitherto unpublished records.

Some good stories:
 "In the Days of Poor Richard" Bachellor
 "House of Mohun" Gibbs
 "Conflict" Kelland
 "Bright Shawl" Hergesheimer
 "Bittermeads Mystery" Pueshon
 "Wasted Generation" Johnson

CHANGE IN WORKMEN'S COMPENSATION ACT

Beginning June 21st, a change in the Workmen's Compensation Act went into effect whereby the waiting period in case of industrial accident was changed from ten to seven days. That is, if an employee is injured and is obliged to remain away from work for more than seven days, compensation begins on the eighth day.

The difference between an Optimist and a Pessimist can frequently be discovered at table. The Pessimist will ask: "Is there any milk in that pitcher?" The Optimist will say: "Please pass the cream."

THE RESULTS OF THE NORWOOD HOSPITAL DRIVE

The Committee in charge of the Norwood Hospital Drive this year reports that the drive was very successful, particularly in the plants where the bulk of the money was raised and where the corporations donated an amount equal to, and, in some cases more than the amount subscribed by the employees.

The Committee wishes to thank the individuals and corporations for their help in raising this fund, and also the clubs and societies, nearly every one of which gave liberal donations.

The total amount subscribed in Walpole, with a few returns not in, amounts to \$3771.50, which is considerably over the goal set out for. The contributors were as follows:

Plants

American Glue Co.....	\$ 75.00
American Glue Co. Employees	65.00
Bird Machine Co.....	125.00
Bird Machine Co. Employees	75.00
Bird & Son, inc.....	877.25
Bird & Son, inc. Employees	877.25
L. F. Fales & Co.....	111.00
L. F. Fales & Co. Employees	111.00
Hollingsworth & Vose Co.	155.50
Hollingsworth & Vose Co. Emp.	155.50
Lewis Mfg. Co.....	133.50
Lewis Mfg. Co. Employees	133.50
Multibestos Co.....	52.00
Multibestos Co. Employees...	148.00
	\$3094.50

Clubs and Societies

St. Cecelia Society.....	\$25.00
So. Walpole Men's Club.....	10.00
Rebekah Lodge.....	10.00
King's Mt. Encampment No.	
71 I. O. O. F.....	15.00
Reliance Lodge No. 137	
I. O. O. F.....	25.00
Clan Murray.....	10.00
Knights of Columbus.....	25.00
Walpole Grange.....	10.00
Lend-A-Hand Club.....	25.00
Mystical Rose Court M.C.O.F.	10.00
Thos. Crowley Post.....	10.00
Walpole Woman's Club.....	50.00
Wednesday Club.....	10.00
Carpenters' Union No. 1479 ..	10.00
	\$245.00

Individuals and Corporate	
Members.....	\$432.00
Total.....	\$3771.50

The Walpole drive was taken care of by the following committee:

Mrs. J. S. Leach,
 Miss Ella B. Knobel,
 Miss Rachel Lewis,
 Mr. Nelson L. McCulley,
 Mr. B. D. Rogers,

together with committees appointed in each plant.

Notes from the Plants and Offices

MAIN MILL

John Curran expects to put his shingle out some day as a "Bird Home Builder." Seeing what a hard time the barn swallows were having to make their nest stay on the wire outside his office, John fixed things up with a sealing strip so their work would not be in vain. To show their appreciation of this little kindness, every morning, when John comes in, they greet him with a "Morning, John." John says when the family arrives he plans to have a party, so watch out for the invitations.

Pat Egan has a new recipe for boiling eggs in glue. He says they make a tasty meal.

John Curran and Bob Morse are sojourning at Camp Ellis, Maine. Jim Kivlin is busy taking care of the Stock Transfer Department, not to mention the bird family.



Wilbur Fay and Harry Tower Went a Fishing up in Maine
Here's Wilbur Fay Holding the Evidence

Cards have been received indicating that Carl Schaefer is having a wonderful trip through Canada.

Congratulations are being extended to John Burke who has recently been appointed foreman of the Beater Room.

Sigrid Wuokko, of the Finishing Mill, is vacationing with friends in Pittsfield.

MILL OFFICE

Mr. and Mrs. John Burke spent a week at Old Orchard. A trip like that so soon after the honeymoon—we wonder how they do it. John says they had to sell the piano.

Ken Rouillard is spending his vacation at Onset.

"Robby" has secured his license for driving his Durant at last. We don't know how many times he tried for it. We do know that one time the examiner thought he couldn't read, but it must have been that Robby does not believe in signs.

Gus Hills spent a week in New York, and we expected that, on his return, he would be wearing a new ring on his left hand. But there is no sign of it yet.

Miss Handy is spending her vacation at her home in Cotuit.

Clinton Hanscom is doing vacation work in the Mill Office, substituting for Francis Bannon and Harold McNeeley.

Work order received in P office reads: "Repair stand that holds osculator."

Miss Foley looking at snapshot of Atlantic Ocean: "My, what a big pond." 'Tis some puddle at that.

Mr. Goodspeed claims the record on Mammoth beans. He exhibited one 18 inches long the other day—nearly large enough to make a salad all by itself.

Cards have been received announcing the marriage of our Joe Sheehan and Miss Anna Murphy of Marlboro. Congratulations.

BOX SHOP NOTES

Frank Welch has just returned from his vacation which he says he spent at Honey Pond. We've searched the map diligently, but we can't find any place named Honey Pond. Still, if Frank says there is such a place it must be so.

"Give the Ford gas and it sure can show speed," is Larry Doane's slogan since he returned, full of pep, from his vacation which he spent touring the country in his new car.

Several of the No. 2 Box Shop folk are enjoying a brief respite from the daily grind. Annie Duffy is at Old Orchard, Maine. Stella Turavich has gone to New York. Catherine Proctor is at Swifts Beach, and a good many of the others are resting at home.

Wm. Jackson is back at his desk after a carefree holiday at Brunswick, Maine.

Helen Goldberg is looking forward to a visit to Sandy Beach which she expects to make in a couple of weeks.

MAINTENANCE

Carl Peterson, with his family and his household goods and gods, started across the country last month. He hoped to make California in about thirty days and word is expected any day now that he has arrived.

Wallie Duncan, Bill Murphy, Timmie Cullinane, and Eddie Bean—not to mention Bob Morse and John Curran—have been enjoying the bathing and deep sea fishing at Camp Ellis for the past two weeks.

Harold McNeeley has journeyed to Nova Scotia to see how things are at home.

Jack Smith has sloughed the cares of the Yard and is touring the country in his auto.

Sam Kay is enjoying the scenery at Crawford Notch.



Carl Peterson and His Family Ready to Start on Their
Cross-Country Trip

BUILDING AND ROOFING

Geo. Smith, PBN, is spending his vacation in Rockland, Maine.

Andie Manimon completed 25 years service with Bird & Son, July 20th. All the ladies in his department extended congratulations and we all hope he will be whistling at his work 25 years hence.

Several of the employees are building new houses and garages in South Norwood. Among them are John Wosner, Antonio Potrasius, John Miller, Stanley Alukonis.

Joe Smith, FBF, has just purchased the property on Chapel street near the Winslow Station, consisting of three houses, barn and garage. The property has a valuation of nearly twenty thousand dollars.

Bassett made a fishing trip Saturday to Oldham Pond, starting at 5 a. m.!!! We expect to hear some fish stories that will surpass all previous ones, if possible, on the evening of the second day.

FLOOR COVERING

We were represented at the National Guard Encampment at Camp Devens by Frank Tohosky, Alex. Beanness, John Phillips, George Goodwin, Manuel Rogers.

Ed Conlin comes in one morning effervescing a story of hard luck to the effect that he had just picked out a long report with one finger on the typewriter and put in two carbons *wrong side up* with disastrous consequences. Harrison, looking up from the depths of his work, quietly remarks, "How does it feel to be so dumb?"

We are missing Wadsworth's merry twinkle, he having recently joined the Floor Covering Sales.



Box Shop Maintenance Crew About 16 Years Ago

Sitting in Front—Edgar Reaves; Front Row, Left to Right Bill Duplisea, Wm. Nelson, Chas. Ellis, Judson Jonah, Ray Call, Herbert Day; Back Row, Left to Right—Geo. Dunn, Jas. Hadden, Unknown, Unknown, Unknown, Mr. Charnok, Arthur Harrison, Unknown, Gus Hagman

On Hugh Knight's return from his honeymoon the gang got together in the Brigade Room and, with Frank Sutherland as spokesman, presented him with a silver coffee percolator. Whereupon Hughie hitched up his pants and percolated a neat little speech in response.

We have the following story on the best, A1, verbatim authority. It is too good to keep. A certain very popular young lady had a coasting accident last winter. Result, a broken ankle. Recently she has purchased a classy little car to take her weight off the still somewhat weak ankle. A friend, riding with her, to make conversation and in his mind referring to the ankle, asks what kind of *break* she had. With her mind on her new car she replies that she had two, a regular *brake* and an emergency. Then the sun sank gloriously in the west, as it should, and the whippoorwill began his plaintive call.

Vacations

Huggard	New Hampshire
Sutherland	White Mts.
Jepson	Lake Archer
Bernier	Vermont
Clem	Nantasket
Conlin	Vermont
Selden	Connecticut
Ghen	White Mts.
Miller	In the hospital
A. A. Peterson	Cape Cod
McCall	New Hampshire
Jenkins	Barnstable
Shergals	New Jersey
Rouillard	Hither and Yon

MAIN OFFICE NOTES

Several of the office folk are taking advantage of the opportunity offered by one of the Boston stores to procure radio outfits at much reduced rates. Bill Freeman had a wonderful time with his set the other evening and when the total damage was counted, he found he had burned out three tubes. Gain: much experience. Loss: nineteen dollars. Figure out the "net" yourself. He can't.

We are glad to welcome the following new members to our force: Howell D. Wilson and Gallup, Building & Roofing Sales Correspondents; Richard T. Murphy, Floor Covering Sales; Cornelius Gardner and Frank Vietz, Accounting; Mary C. Kendall, Stenographic, and Edith M. Briscoe, Comptroller. We wish them every success in their new work.

Cards have been received from Marjorie Abbott indicating that she is thoroughly enjoying her trip to the coast.

Ed. Murphy is to take care of the Boston Office during the absence of Jack Donnelly.

Mr. Hicks is not satisfied with the brand of hot weather we offer in the summer here in New England so he has hied himself to the South for a few weeks.

We will all miss Buddy Mutch who has left us to join the ranks of the married folk.

Helen Kornetz, who has been a member of the Building & Roofing office force for the past year, has left us to take a government position.

It seems rather natural to see Elsie Nelson at a desk in the Accounting Department where she is substituting for the summer. She has been attending a Boston school for physical training this winter.

Cards have been received announcing the birth of a daughter to Hattie Shepard Hobson, who was for many years a member of the Credit Division.

Carl Hammond, who worked with us several years ago, was a visitor recently and renewed his acquaintance with several of his former co-workers.



Chapel at Grand Pre

Taken by E. H. Coleman, AC

Agnes Carroll stole a march on us all when she slipped out quietly one Sunday evening early in the month and was married to James Quinlan of the Box Shop.

Any trouble with your roof? Send for our lady inspector; satisfaction guaranteed.

Why did Floyd get off the New York express at Walpole? Did his nerve give out or didn't he have enough money to pay two cash fares?

TRI-COUNTY LUMBER DEALERS' ASSOCIATION

The regular monthly meeting of the Tri-County Lumber Dealers' Association was held at the Bird Club on Wednesday, July 11th. This association is one of many in New York and the New England States which make up the Northeast Lumber Dealers' Association.

The following Lumber concerns are members of the Tri-County Branch:

Baseley Lumber Co., Newtonville, Mass.; Curtiss Coal Co., Milford, Mass.; F. Diehl & Son, Wellesley, Mass.; Howe Lumber Co., Marlboro, Mass.; Larkin Lumber Co., Hudson, Mass.; Geo. H. Locke, Milford, Mass.; H. S. Locke, Needham, Mass.; M. Frank Lucas, West Newton, Mass.; Mansfield Lumber Co., Mansfield, Mass.; H. A. Morse Lumber Corp., Walpole, Mass.; Norfolk Lumber Co., Stoughton, Mass.; Norwood Lumber Co., Norwood, Mass.; C. O. Parmenter Co., South Sudbury, Mass.;

The first place visited was the Main Mill. Here the visitors saw how Wall Board, Cartridge Paper, Index Paper, Fibre Packing Cases, Tack and Nail Boxes, Shoe Cartons, Paper Flower Pots and other products are manufactured. A very interesting part of this trip was the visit to the Boiler and Engine rooms.

After the inspection of the Main Mill the visitors were transported to the Floor Covering Plant where they had an opportunity to see how felt base floor covering and rugs are made in a modern, up-to-date plant.

Next came the inspection of the Building & Roofing Plant in which, of course, the visitors were particularly interested on account of their selling all the products made there. They saw how asphalt shingles, smooth and slate surfaced roofings, and building papers are manufactured. They were particularly interested in the process of making Neponset Twin Shingles, as well as Paroid Roofing and



Members of the Tri-County Lumber Dealer's Association

Union Lumber Co., Natick, Mass.; Wilson Lumber Co., Concord, Mass.; O. Woods & Co., Framingham, Mass.; Framingham Lumber Co., Framingham, Mass.

The Association had as a special guest, Mr. Smith of the Lexington Lumber Co., Lexington, Mass.

The Members of the Association began to arrive shortly after 2 o'clock. They gathered in the Brigade Room where they were welcomed by Mr. Bailey and Mr. Hale of the Sales Department, Mr. Wyman and Mr. Montgomery of the Manufacturing Department, and Mr. Miller, Treasurer. After introductions were over the party became less formal and things became bright and enjoyable for everyone.

It was found that Mr. Wyman had arranged a very interesting program for the inspection of the various plants and before starting Mr. Wyman in a very brief and interesting manner described the work that was being done in each plant. The party was then divided into small groups with a competent guide provided for each group.

Neponset Black Building Paper.

About 6 o'clock the party returned to the starting point, impressed with the fact that they had seen one of the largest plants of its kind in the country. As one dealer expressed it—"The next time I am able to take a two weeks' vacation I am going to arrange to spend it at the Bird Plant in order that I may have an opportunity to make a complete inspection of the whole plant."

After a short rest the group assembled at the Bird Club where they were welcomed by Mr. Chas. Sumner Bird, our President. Here a photograph was taken of the whole party. Dinner was served on the east veranda where the tables and decorations had been nicely arranged by Mr. LaFountain. Slvain's orchestra rendered some very pleasing selections. Following the dinner, Mr. Gavin of the Norwood Lumber Company, who acted as toast master, in a very fitting manner introduced Mr. Bird, who gave an interesting talk on conditions as they existed at our plant several years ago when he first came into the organi-

zation. From this Mr. Bird led up to the problems with which this section of the country is contending today giving the facts as he saw them in a way that was appreciated by everyone present. At the conclusion of Mr. Bird's talk he proposed a toast to Mr. Woods of O. Woods & Co., Framingham, Mass., who had just celebrated his fiftieth wedding anniversary. Everyone present arose to the spirit of the occasion (which, by the way, was the only "spirit" in evidence, as the toast was drunk with plain H₂O) and wished Mr. and Mrs. Woods long and continued happiness.

After the toast the guests gave a rising vote of thanks to Mr. Bird and to Bird & Son, inc., for their hospitality and the opportunity given them to visit the different plants.

Mr. Gavin then introduced Mr. Fales of the Framingham Lumber Company, President of the Tri-County Lumber Association, who gave a very enjoyable talk, at the conclusion of which the Bird Club was turned over to the guests in order that they might hold their regular monthly meeting.

Since this enjoyable event several of the guests who were present have said it was one of the most pleasant meetings they had ever held. To these, as to all the members of the Association and to other dealers who handle building and roofing products, irrespective of whether they are ours or not, we simply want to say that we are always glad to welcome them to our plant and that we will try to make things just as interesting and enjoyable for them as we can.

MEET-UP OF THE SOUTHERN DIVISION SELLING FORCE

Thursday, July 19, they all arrived—Mr. Thompson, Southern Manager; Mr. Chittenden, from Florida, the farthest point South; Mr. Brooker, from one of our best selling territories in the country, North Carolina; Mr. Waddell, from the coal fields of West Virginia, and Mr. Van Hoy, from the nation's capital, Washington.

Best of all, the party was made complete by Mrs. Chittenden, Mrs. Waddell, and Mrs. Van Hoy.

Thursday, the first day, was devoted to a general business meeting of the salesmen with Mr. Bailey, Mr. Hale, Mr. Floyd, Mr. Kilham and Mr. Wilson. When dinner time arrived, the ladies, who had been chaperoned about Boston by Mrs. Robertson and Miss Mutch, joined the tired business men at dinner at the Hotel Lenox.

Mr. Thompson and Mr. Brooker were so impressed by the fact that Mr. Firpo, the aspirant for heavyweight championship honors, was staying at the hotel that they thought they could do no less than attend his show at Braves Field.

Mr. Hale and Mr. Bailey went along to see that Messrs. Thompson and Brooker were well taken care of.

Mr. Waddell, Mr. Chittenden, and Mr. Van Hoy escorted their wives to the Tremont Theatre.

Friday morning the Southern delegation came to the mill and Mr. Wyman arranged a special trip for the ladies to the special points of manufacturing interest. Mrs. Kilham accompanied them and after the trip to the mill drove with them to some of the nearby points of interest.

Luncheon at the Bird Club was served at 1.30, Mr. and Mrs. Wyman acting as host and hostess. About twenty people lunched, including Mr. Bartlett, Mr. Montgomery, Mr. Lines, Mrs. Robertson, Miss Mutch, Mr. Merrill. Mr. Wyman, in a fitting speech, welcomed our associates from the South. Mr. Bartlett greatly added to the cheerfulness of the occasion by reminiscing, and Mr. Thompson, for the Southern salesmen and their wives, replied in a characteristic talk. After luncheon a photograph was taken, although some mishap occurred to the camera, or the plates, or the photographer and the pictures did not develop in just the perfection expected.

Mr. Thompson and Mr. Brooker left on the four o'clock train for Providence, New York and the South. The rest of the party returned to Boston and expected to leave by boat on Saturday.

If our guests enjoyed their visit as much as we did having them here, then from that standpoint the meet-up was a great success. All of us felt that more real business was accomplished than is usual at meet-ups and that the prospects for increased business in the South are bright.

CHICAGO SALESMEN'S MEET-UP

On July 2nd and 3rd, and again on the 5th and 6th, we held at Chicago our annual Salesmen's Meet-Up. It was deemed advisable to divide this into two sections, having the men from the Northern section of the country attend in the first group and the men from the Southern section in the second. This was done because we feel that sometimes the problems which worry the Southern men do not worry the Northern men in the same degree.

One feature which stood out perhaps more prominently than usual was the spirit of co-operation shown by the salesmen, and the relative lack of criticism filed against the home office which, of course, is very encouraging.

An interesting feature of the Meet-Up was an actual demonstration of the laying of a Built-Up roof by Mr. E. A. Tuschler, and also an exhibition of the proper application of Twin Shingles by an expert Shingle Layer who happens to be one of our customers in Chicago. These demonstrations were followed with extreme interest by the salesmen and a great number of questions were asked. We feel that considerable good was accomplished by having an ocular demonstration of how our direction sheets should be followed.

In the way of entertainment the salesmen were invited to a dinner at the Illinois Athletic Club and later taken to see a performance of the "Passing Show." From the comments received after the performance, it was very evident that the habit of close observation, which should be cultivated by all salesmen, was in good working order. Fortunately this particular show gave them a good many opportunities to exercise this particular function.

Everybody left, after the Convention was over, expressing the thought that the whole affair had been very successful and that they were going back to their territories with renewed faith in the institution of Bird & Son, and we who have to stay on the inside were inspired to even greater efforts to give the sales force 100% support and co-operation.



Camp of Harry Tower and Wilbur Fay Way Down in Maine

SALE OF BUILDING & ROOFING PRODUCTS

It is the policy of this institution to sell our Building & Roofing products only through recognized dealers. An exception to this policy is made in the case of our employees who sign a statement to the effect that the material is for their own use. This means that employees must not take orders for our products for their friends, to be shipped direct to the latter or even through the employees themselves.

The entire Box Shop was saddened to learn of the death of Minnie Milesky, who was employed in the Cartridge Cutting Department since January, 1920. Because of her unfailing good nature and real friendliness, Miss Milesky was universally popular among her associates. She will be greatly missed. We extend our sincere sympathy to her family.

PHILLIPSDALE

A very dainty little lady, whose name is Katherine Louise, has come to live at John Nolan's house. Congratulations, John!

Louis Farreis demonstrated the quickest way of getting down to the first floor by taking a slide down the cotton chute; but, he only tried it once.

On July 18th moving pictures were taken of the manufacturing of paper throughout our mill, from the unloading of the raw stock to the loading of the finished product. We surely would like to see this picture, especially those of us whose faces are in it.

Let us introduce to you our two new engineers who have been with us but a short time, Mr. Henry Cameron and Mr. Clarence Frey. We hope that their stay with us will be a long and pleasant one.

What do you think? Our modest little Joe Lopes got married on July 14th. Well, Joe, we wish you and Mrs. Lopes the best of luck.

George Hawley sure is our champion ticket seller. He certainly can get rid of tickets. Too bad we haven't his picture to put in with this ad.

Our old friend "Tixie" bought an auto—call it a Dodge if you want to. He purchased this Dodge last winter—so long ago that we can't remember the date. However, we will remember the date if he ever gets it out of the garage. He has promised us some long rides but we guess that it will have to be in another machine. Great old machine you have, "Tixie."

Speaking of getting married puts me in mind that we must keep our eyes on Fergus for he has his eyes on someone else—I think in DPG. Fergus told us that you never can tell what will happen. We wonder if he was joking. When a fellow's hair doesn't know whether to turn gray or fall out, just watch him.

John Harrington of the Paper Machine Crew has bought an auto. Be around at quitting time, boys, and he will take us all home. Won't you, John?

At this writing the foremen here are a hungry-looking crowd anticipating a swell feed. However, they won't say where they are going, but we will try and tell you in the next issue.

Work has started on our 10-car garage and perhaps when you are reading this issue it will be finished. This we hope will accommodate all the loose machines lying around the yard.

Our new Bird Thickener has been installed and is running very good. The old thickener looked very good for several years, so, you see, there is always room for improvement on any kind of a machine. Put on your thinking caps, boys and bring in suggestions. Improvements on a machine look very simple and you wonder why you never thought of this or that after you see it.

Vacations

Henry Phelps spent his vacation fishing. According to him he had some pretty big catches, but we would be big fishes if we believed his stories.

Dan Henderson is back from a two weeks' stay with his son, Dan, Jr., at Long Island. He had a great time—auto tours, and listening to the radio concerts. He wouldn't tell us any more.

Oscar Anderson spent his vacation at the same old place—on the Daisy Field Plat. We are glad that he did not go very far for if he had we would have heard some real fish stories.

Mr. Eaton spent his vacation in his old home town, Reading, Mass., and he said that he enjoyed himself very much.

RENOUNCING THE WORLD

Chatting with one of her neighbors not long since, a woman related her experience when converted, many years ago, as follows: "I used to be very gay and fond of the world and all its fashions, till the Lord showed me my folly. I liked silks and ribbons and laces and feathers, but I found they were dragging me down to hell—so I gave them all to my sister."

CHICAGO.

The yearly meet-up of salesmen was carried through in good style with everyone given a chance to get things "off his chest." The result is that a better feeling than ever exists throughout our whole organization.

The ladies of the office attended a performance of the "Passing Show" not long ago, but after we saw the show one may well see where they were not so enthused as the men. The Howard Brothers (Willie and Eugene) can hardly be classed as "sheiks."

Mrs. Tilton (formerly Miss Rose Moore of our Stenographic Dept.) has been filling in during our vacation period.

We have had several dealers visit us during the past month—Mr. R. W. Mefford of Mefford McGuire of Des Moines came in with Mrs. Mefford. Mr. R. S. Graham of the Hoosier Roofing Co. of Indianapolis, visited with Mrs. Graham, their son Jack and Mr. Al Skeeo of their Anderson, Indiana branch. Mr. W. C. Schroeder, Presi-



E. A. Tuscher Demonstrating the Laying of a Built-Up Roof at Chicago Salesmen's Meet-Up

dent of the Hugh Huntington Co. of Cleveland, was in for a day. Messrs. Powell and Grosse of the Midwest Roofing Co. of Kansas City visited the plant and later visited several jobs in the city where they witnessed some fast asphalt shingle laying.

The Mill continues to put over "non-stop" and record producing runs. The gang is sure working to keep mill ends and waste to a minimum and so far have it "on" our other plants in that respect.

Tom Henderson, our felt mill Superintendent from Phillipsdale, R. I., visited us during the last week of June. While here he visited the Joliet (Ruberoid) Mill and also the Vulcanite Mill at Anderson, Indiana. Tom rather feels he runs a much cleaner and smoother sheet than what he saw through the West and we rather agree with him.

Bob Thurston spent his vacation at his cottage in Michigan—he worked hard chopping down oak trees to get his hands in shape for the Tennis Tournament.

The furnace installed to remove the non-condensable vapors from our Blowing Plant is working nicely. It completely removes the odor which our neighbors objected to.

They all fall sooner or later—some sooner. Freeman had his first round of golf this week. And too, rumors are afloat that Messrs. Hird, Hanna, Clark and Brabach have been pricing golf clubs.

Ben Roberts with Mrs. Roberts returned this week from Arkansas and Missouri where they spent their vacations. Ben returned with several pounds added, but he will soon work this off at tennis.

Mr. George Beck of Milwaukee starts in this week covering part of the city territory of Chicago. Mr. Beck was formerly with the Lehon Company.

During the Salesmen's meet-up the following new style methods were brought out. One user of Plain Slate applied it slate side down on the roof. Another man applying Art Craft ran short of nails as he had nailed every 2 inches all over the sheet—he was some short. Still another put the "cut-outs" at the top in applying Twin Shingles. Can you beat these stories?

Harry Brandau is away with his family at Cedar Lake, Indiana for his vacation. Bob Braback is carrying on Harry's work while he is away.

Arch Downey is now hobbling around on crutches as a result of a sprained ankle received while playing golf. And just when he was driving them a mile and sticking his approaches three feet from the pin.

Frank Smith, our Traffic Man, is back on the job after spending a good part of his vacation at the White Sox Ball Park.

One product that continues to keep its head far out of water is our Built-Up Roofing. Jesse Tuscher landed another Chicago Motor Bus job of 670 squares last week. Harry Prinzler comes to bat with 600 squares on the Remy Electric at Anderson, Indiana. Dan Higgins grabbed off 520 squares for the Daniel Boone Woolen Mills at Rock Island. A 300 square order was sent in by Jack Grantges for a High School at Leavenworth, Kans. Andy Spiers landed a 280 square job at Morris, Illinois. And these are but a few of the orders for this type of work recently.

Mr. Walter Stark is now working on testing materials here in our Laboratory.

HAMILTON—PONT ROUGE

Fifth Annual Picnic

The fifth annual picnic of the employees of Bird & Son, Ltd., Hamilton, was held at Grimsby Beach Park on the 17th of July, 1923. Three carloads of happy people left the Terminal Station at ten o'clock in the morning under ideal weather conditions. Arriving at the park grounds, where tables had been reserved, the merry party sat down to noon luncheon, and immediately after the sports were commenced and the following races run:

Boys' Race, under 6 years—1st, Wilfred Berryman; 2nd, H. Collins; 3rd, H. Frazer.

Girls' Race, under 6 years—1st, Elizabeth McCulloch; 2nd, Elaine Schnabel; 3rd, Eugene Smith.

Boys' Race, 6 to 12 years—1st, Harry Delavergn; 2nd, Amed De Ercoli; 3rd, Kenneth Little.

Girls' Race, 6 to 12 years—1st, Doris Irwin; 2nd, Annie Capriotti; 3rd, Marion Campbell.

Boys' Race, under 16 years—1st, W. Capriotte; 2nd, Tom Watts; 3rd, Sid. Pierce.

Girls' Race, under 16 years—1st, Margery Brawley; 2nd, Sarah McMartin; 3rd, Inez Toffani.



Plenty of Fun and Exercise in the Balloon Race—Hamilton Picnic

Young Men's 100-yard dash—1st, George Fraser; 2nd, Wes Clark.

Single Ladies' 75-yard dash—1st, Margaret Jones; 2nd, Grace Delavergn.

Married Ladies' 75-yard dash—1st, Mrs. Cheriton; 2nd, Mrs. Grisdale.

Three-Legged Race—1st, Messrs. Watson and Clark; 2nd, Messrs. Booth and Osgoode.

Pie Plate Race—1st, Mrs. J. Wills; 2nd, Miss Collins.

Wheelbarrow Race—1st, Messrs. Mayoh and Watson; 2nd, Messrs. Irwin and Main.

Ladies' Balloon Race—1st, Mrs. Schnabel; 2nd, Mrs. Gibb.

Ladies' Peanut Race—1st, Mrs. Cox; 2nd, Miss Delavergn.

Young Men's Biscuit Eating Contest—1st, A. Grosse; 2nd, J. Rennie.

Needle and Thread Race—1st, Mrs. Will and C. Irwin; 2nd, Miss Stephenson and G. Schnabel.

Married Men's Race—1st, H. G. Morrow; 2nd, A. McCulloch.

Fat Men's Race—1st, J. Will; 2nd, C. Delavergn.

Ladies' Ball Throwing Contest—1st, Miss Reed; 2nd, Mrs. Gibb.

One of the many features of the picnic was the ball game between the Mill and the Office.

Without going into any great amount of detail, it is sufficient to say that the game was very thrilling and hotly contested. Bill McNeil occupied the mound for the pen pushers, while young Charlie Parsons (not a day over eighty) did the heavy work for the Paroid kings.



Slow and Steady Won the Peanut Race—Hamilton Picnic

The game was fairly evened up until the 8th inning, when the Mill team staged a batting rally which resulted in their being return victors by a score of 11-8.

For the office nine, fleet-footed Freddie Bush (he with the face like a full moon) cavorted the entire pasture like a young galloping spring lamb—in fact, once he almost caught the ball.

George Schnabel was the guardian of the red light corner. He may be a second "Joe Dugan" some day (when bootleggers give credit).

Louie Ross played a spectacular game at the initial sack. For the Mill team, Bill Mutch's all-round, near-playing feature; he reminded us of Tris Speaker—he was so different.

Uncle Delavergn, our light-footed short-stop, covered plenty of ground without moving. (He only weighs 210 lbs.)

The game was in charge of Dave Jennings and "Barney Google" Barnsdale. Barney, on the bases, reminded us of Billy Evans on an off day. Dave Jennings, behind the bat, showed what he didn't know about baseball.

In every way, there is only one word that really fits the occasion and that is "SUCCESS," for it was a hugesuccess from every standpoint. Delightful weather, spacious grounds, happy kiddies (and grown-ups too), lots doing, and plenty to eat, combined to make it a day that will long be remembered by everyone present. The children were particularly pleased with the free rides on the merry-go-round and other amusements. Not one accident or mishap clouded the day's pleasure, and we all feel very much indebted to Bird & Son, Limited, for the very fine time provided and enjoyed to the fullest extent by all.

We cannot give too much credit to the very able manner in which the combined efforts of the Sports and Entertainment Committees handled every detail.

Sports Committee—Mr. A. McCulloch, Chairman, Messrs. Grisdale, Page, Cox and Clark.

Entertainment Committee—Miss L. Stephenson, Chairman, Messrs. Gibb, Parsons, Canfield and Mutch.



BIRD & SON FINISHES FIRST HALF OF LEAGUE SERIES ON TOP

Final standing of the first half, July 16, 1923.

	Won	Lost	Per Cent
Bird & Son, inc.	11	7	.611
Hollingsworth & Vose	9	8	.530
Multibestos	8	10	.444
Lewis Mfg. Co.	7	10	.411

So much interest was shown in the games of the Industrial Twilight League that it was decided to run a second series, the winner to play the winner of the first series for the town championship.

For a week it looked as though Hollingsworth & Vose were going to win first place or tie Bird & Son, inc. for it, but our boys got right down to work and played the kind of baseball that wins. They pulled themselves out of the hole and so discouraged the Vose team that they did not bother to play their last game.

The "Curity Club" from Lewis Mfg. Co. took unto themselves a slump that landed them in the cellar.

The Multibestos team shifted their speed so often it is a miracle that they have any brake lining left. The last half of the league will answer this for us.

Bird & Son, inc. rooters are doing much better and we believe the team is showing that they appreciate the backing.

The following games were deciding factors in winning the first half of the schedule.

July 2, 1923

Bird & Son, inc.				Hollingsworth & Vose			
ab	bh	r		ab	bh	r	
Higgins ss	2	1	3	Dalton cf	4	0	1
Geary rf	4	2	1	Steve ss	4	1	1
E. Murphy 1st	5	3	2	Fitzpatrick rf	4	1	1
Wm. Murphy cf	4	1	3	White 2nd	4	0	0
F. Duncan lf	5	3	3	Rice lf	3	0	1
Burke 2nd	4	0	0	Frank 1st	3	0	0
Mattson 3rd	3	0	0	Cavanaugh 3rd	3	0	0
Smith c	2	0	0	McLean c	3	0	0
Bowles p	3	0	2	Milliken p	3	1	0
Totals				Totals			
1 2 3 4 5 6 7 R				1 2 3 4 5 6 7 R			
Bird & Son, inc.				Hollingsworth & Vose			
3 0 1 4 5 1 0 14				4 0 0 0 0 0 0 4			

Home runs: Higgins and Duncan; three base hits: E. Murphy; two base hits: Geary, Wm. Murphy, Fitzpatrick and Milliken; struck out by Bowles 3, by Milliken 4; base on balls: off Bowles none, off Milliken 9.

The line up shows who won the game for Bird & Son, inc. aside from the air tight pitching by Dave. Milliken stepped into the box all set to shut out Bird & Son, in the same manner he had the week before beaten Hollingsworth & Vose and Lewis Mfg. Co., but the heavy hitters of the town were too much for him.

July 5, 1923

One of the best played games of the season was played between Multibestos and Bird & Son, inc. on the Bird School grounds July 5, 1923, Bird & Son winning by the small margin of one run. Score 3 to 2. Bowles pitched for the winners and Swift for the Multibestos. Wm. Murphy featured with a two bagger and a single out of three times up.

	1	2	3	4	5	6	7	R
Bird & Son, inc.	2	0	0	0	1	0	0	3
Multibestos	1	0	1	0	0	0	0	2

July 6, 1923

Our boys had a little trouble tacking defeat on the Multibestos team on their own field. William Murphy pitched for us and except for a couple of hits in the last inning, which brought in one run, held them scoreless. Fred Duncan had his eye on the ball getting a two-bagger and two singles out of four times at bat.

	1	2	3	4	5	6	7	R
Bird & Son, inc.	3	0	1	0	4	0	0	8
Multibestos	0	0	0	0	0	0	1	1

Hollingsworth & Vose Beat Bird & Son, inc. 4 to 3, July 12,

1923

In a pitchers' battle, John Arthur, pitching for Hollingsworth and Vose, defeated Freddie Duncan twirling for the Bird's. After the first inning they tightened up and gave the rooters some real baseball to watch. Vose's always have a large crowd of followers and they sure can make a lot of noise when their team is ahead. Arthur held our boys to 5 scattered hits. Duncan was a little more generous, letting Vose's get 8. Fitzpatrick featured with the bat getting two doubles and a single out of 4 times at bat.

	ab	h	r		ab	h	r
Higgins cf	3	1	1	Dalton cf	4	0	0
Geary rf	3	1	1	Steve ss	4	1	0
E. Murphy 1st	3	1	0	Frank 1st	4	0	1
W. Murphy ss	3	1	0	White 2nd	3	1	1
F. Duncan p	3	0	1	Fitzpatrick c	4	3	1
Burke 2nd	3	1	0	Arthur p	3	1	0
Hayes lf	2	0	0	McLean rf	4	1	0
Mattson 3rd	3	0	0	Rice lf	4	1	1
Eppich c	2	0	0	Cavanaugh 3rd	3	0	0
Totals				Totals			
5 3				8 4			

Two base hits: White, Fitzpatrick, 2; Arthur and Wm. Murphy. Struck out by Arthur 2, by Duncan 4; base on ball off Arthur 2, off Duncan 2.

July 28, 1923

The second half of the schedule started July 20, 1923, Bird & Son, inc. defeating Multibestos 11 to 10 and Hollingsworth & Vose winning from Lewis Mfg. Co. 5 to 2.

On July 24th, Bird & Son defeated Hollingsworth & Vose 10 to 2, and on July 27th, Bird & Son defeated Lewis Mfg. Co. 10 to 8.

The standing to date:

	Won	Lost	Per Cent
Bird & Son, inc.	5	0	1000
Hollingsworth & Vose	3	2	.600
Lewis Mfg. Co.	1	4	.200
Multibestos	1	4	.200



Tearing Around the Bases at the Carnival Game

TENNIS MATCHES BEING PLAYED OFF ON SCHEDULE

Nearly every fine evening finds one or more tournament match in progress, so that the singles tournament ought to finish early in August. Some of the lucky ones are already resting easy waiting for their opponents to catch up so that the semi-finals can be played.

The doubles will start about August 1, although the vacation period will interfere with the playing off of the matches to some extent. Last year was the first season that the doubles were ever finished and it is hoped that we can do as well this year. A suitably engraved cup will be awarded to the winner.

GIRL SCOUTS

On Saturday, July 14, six members of the Holly Troop—Gladys Anderson, Blanche Collins, Jean Phelan, Evelyn Rognes, Madeline White and Eleanor Whitehead—started off for Camp Potomska at New Bedford. Mrs. F. W. Bird took three of them in her car, and the others went in the Ford beach wagon with Charlton Littlefield and Captain Smith.

We don't know who it was, but there certainly was a Jonah in the Ford, for we had two blow-outs before we reached Taunton—and had to stop in Taunton to buy a new tire before we could go any further. The girls were of great help in fixing things.

When we finally arrived at the camp, our fondest hopes were realized, for it was everything that our hearts could desire. Our tent was a large one with room enough for all six of us. The only thing that marred our happiness was the fact that we were made the Mess Squad, and

had to wash the dishes for the first three meals. And dishes for sixty—even camp dishes—make quite a mountain.

Candy can be bought just once a day—after supper. Of course, we bought our share the first night, and then, just before we went to bed, we found out that we could not keep it in our tent, so we had a task before us to get it eaten right away. But we succeeded, and were able to sleep the sleep of the righteous—not waking until six the next morning! Capt. Smith had stayed all night with us, and it was pretty hard on her—our waking so early. But we couldn't get back to sleep.

The week passed all too quickly. We were nicknamed "The Happy Six" by the Camp Director, and were told that our tent was the best looking one that they had ever had in camp. That was quite a feather in our caps. We were the Fox Patrol—Motto: "Always Reddy." Our Totem Pole, which was a work of art, pleased us so much that we made a copy to bring home as a souvenir.

We came home by train and were met at Walpole by Mr. Whitehead and Mr. Collins—not without having shed many tears at having to leave such a beautiful place and to part with the many new friends that we had made.

We feel particularly grateful to the New Bedford Council for giving us the opportunity to attend their camp and hope that it will not be the only time we do so.



The Girl Scouts in Front of Their Tent at Camp
Front Row—Gladys Anderson, Madeline White, Evelyn Rognes
Back Row—Capt. Smith, Eleanor Whitehead, Jean Phelan,
Blanche Collins, Mrs. F. W. Bird

AND NOW FOR THE GOOD OLD SUMMER TIME AND VACATION!

It seems to me I'd like to go
Where the bells don't ring nor whistles blow,
Nor the clock don't strike nor gongs don't sound,
And I'd have stillness all around.
Sometimes it seems to me I must
Just quit the city's din and dust
And get out where the sky is blue;
And say, how does it seem to you?

—Eugene Field.



GLIMPSES OF THE CARNIVAL

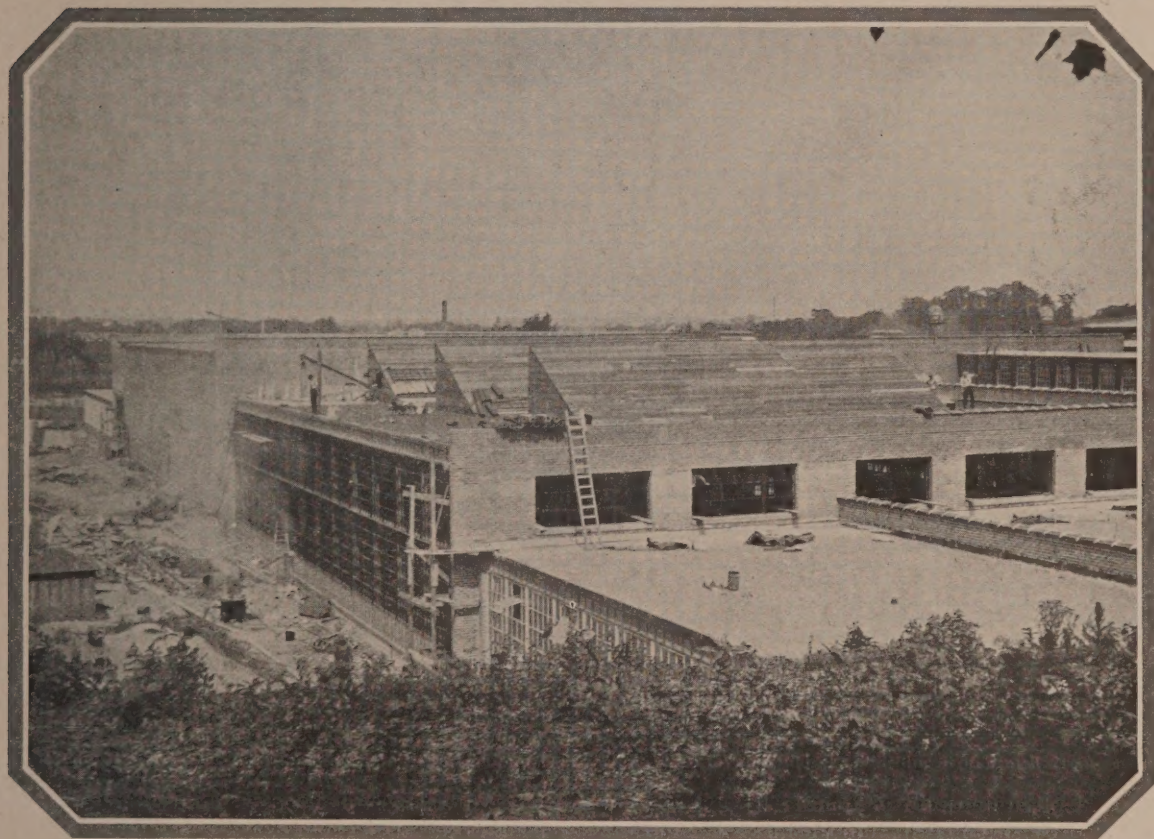
1 The Tonic Booth Was a Popular Place. 2 One! Two! Three! Go!! 3 J. B. Maguire, Master of Ceremonies 4 Three Best in the Sack Race 5 Winners in the Three Legged Race 6 All Set for the Egg Race 7 The Sports Committee Had a Busy Day



VOL. XI

NO. IX.

ADDITION TO FLOOR COVERING PLANT NEARING COMPLETION



THE NEW BUILDING AT FF

Showing Block Room and Machine Shop in foreground; Print Room with Oven Building; Finishing Room in Extreme Rear

For several months past, since the middle of March, to be exact, the Floor Covering Plant has been a hive of activity. By the first of October, the contractors expect to have entirely completed their work, and the building will then be ready for the installation of the machine.

The building is 625 feet long and 112 feet wide,

and, beside the Machine Shop and Block Room, contains a Print Room, in which is to be placed a 24-frame machine, an Oven Building, with ten ovens, and a large Finishing Room.

The architects are Monks & Johnson, of Boston, and the contractors, the Central Engineering & Construction Co. of Pawtucket.

BIRD & SON CHAMPIONS OF THE INDUSTRIAL TWILIGHT LEAGUE

Our boys finished the second half of the Twilight League schedule with all banners flying, for only once did they have to chalk up a defeat, on August 14th, when they bowed to Hollingsworth & Vose to the tune of 10 to 9. The Bird & Son team also managed to finish the first half of the schedule on top, so they are the declared champions of the town. On September 8th, all four teams will be entertained by the Directors at a banquet in Odd Fellows Hall, and at that time the victors will be awarded sweaters.

No little of the credit for the excellent showing made by the team is due to the splendid spirit of team play that was

July 20th—Bird & Son 11, Multibestos 10; Hollingsworth & Vose 5, Lewis Mfg. Co. 2. July 24th—Lewis Mfg. Co. 10, Multibestos 2; Bird & Son 10, Hollingsworth & Vose 2. July 27th—Hollingsworth & Vose 12, Multibestos 7; Bird & Son 10, Lewis Mfg. Co. 8. July 31st—Multibestos 12, Lewis Mfg. Co. 8; Bird & Son 7, Hollingsworth & Vose 1. August 3rd—Bird & Son 9, Multibestos 6; Hollingsworth & Vose Co. 11, Lewis Mfg. Co. 3. August 7th—Hollingsworth & Vose Co. 6, Multibestos 3. August 10th—Lewis Mfg. Co. 4, Hollingsworth & Vose Co. 2; Bird & Son 11, Multibestos 8. August 14th—Lewis Mfg. Co. 15, Multibestos 2; Hollingsworth & Vose Co. 10, Bird & Son 9. August 17th—Multibestos 5, Hollingsworth & Vose Co. 2; Bird & Son 5, Lewis Mfg.



Front row l. to r. Clarence Mattson, 3d b.; John Hayes, utility; Arthur Eppich, c.; Miah Coughlin, c. f.; Al Smith, c.; Carl Salley, p. Back row l. to r. John Burke, 2d b.; Wm. Geary, r. f.; Ed Murphy, 1st b.; Bill Murphy, capt. l. f.; Harold Higgins, s. s.; Dave Bowles, p.

NOTE: Fred and Wallace Duncan who did a good share to win the pennant for Bird & Son were absent when the picture was taken.

manifest throughout the season. The boys stuck together and each one showed up at every game possible. Manager Murphy had two or three extras on his list who could be depended upon to fill in whenever they were needed.

The work of the individual players brought forth much favorable comment. "Miller" Higgins distinguished himself in the pitchers' box where he was responsible for the winning of nearly every game in which he worked. Dave Bowles enjoyed one of the best seasons of his career, and he finished in first-class condition. Ed. Murphy at first and John Burke at second made the passage of a grounder or a fly ball, that was within twenty-five yards of them, practically impossible. Mattson handled the hot corner in the best style and could always be counted on for a hit. Higgins played his usual snappy game at short when he was not pitching. Bill Murphy, Tap Geary and Fred Duncan were the regulars in the outer gardens and too much praise cannot be given these boys for their work. A baseball team could not ask for better support than was given by these boys, for an outfielder is expected to hit and that is what these boys did all the time. The catching was handled by Al Smith and Art Eppich who performed in fine style. Wally Duncan and John Hayes were regular substitutes and could be depended upon for good work whenever they were called up.

The score of the games in the second half were:

Co. 4. August 21st—Bird & Son 3, Hollingsworth & Vose Co. 1.

The Final Standing—Second Half

	Won	Lost	Per Cent
Bird & Son, inc.	7	1	.875
Hollingsworth & Vose.	5	4	.555
Lewis Mfg. Co.	3	5	.375
Multibestos.	2	7	.224

WALPOLE TOWN TEAM

Several of our baseball players have been contributing to the unusually good games which the Walpole Town Team has been playing during the past few weeks. Fred Duncan, Bill Murphy and "Miller" Higgins are regulars whose consistently good work is a source of joy to the fans. Bill Geary, John Burke and Clarence Mattson have also helped out at various times. The team has met and defeated most of the local teams, including Norwood, Dedham, Canton, Stoughton, and a few weeks ago took the strong Brookline team into camp, 2 to 1, after a thrilling battle which lasted for 13 innings.

Don't rest on your laurels; they're fine on your forehead, but they make a poor mattress.

—Exchange.

ALWAYS BE CAREFUL

DONT'S FOR AUTO DRIVERS

Don't cross a railroad until you STOP, LOOK and LISTEN.

Don't disregard police or traffic regulations.

Don't drive over twenty miles an hour.

Don't pass a street car on its left side.

Don't drive on the wrong side of the street.

Don't pass a school at a speed exceeding five miles an hour.

Don't cross a boulevard until you have come to a full stop.

Don't keep your muffler open at any time or place.

Don't use glaring lights.

Don't drive on street car tracks.

Don't let your motor run when you are not in the seat of your car.

Don't speed.

Don't fail to stop ten feet back of a street car when it is discharging or taking on passengers.

Don't fail to signal with hand before turning, stopping, or backing.

Don't cut corners.

Don't neglect to watch for pedestrians passing around the rear of a street car.

Don't cut in between cars going in opposite directions.

Don't neglect to slow down before turning corners.

Don't block the crossing when an officer stops you.

Don't take a CHANCE in congested traffic. PLAY SAFE.

DO'S FOR AUTO DRIVERS

Be careful of the lives and property of other people.

Always drive on the right side of the street.

Slow down before passing vehicle.

Observe the traffic laws strictly.

Avoid arguments with officers, although you may think they are wrong.

Use tire chains on rainy or snowy days.

Signal drivers in case you intend to stop, back up, or turn your car.

Stop ten feet behind a street car when it is loading or discharging passengers.

Stop and blow your horn before you leave an alley.

Stop at all boulevard crossings.

Slow down when passing a school.

Study city ordinances and laws of the state pertaining to vehicles.

STOP, LOOK AND LISTEN before crossing a railroad.

Approach all crossings carefully.

Watch and obey the signal of all traffic policemen.

Drive slowly on all freshly oiled roads.

Slow down before attempting to drive out of ruts.

Slow down if you cannot see what is ahead of you.

When signaled that another driver is approaching from the rear, pull over to the right and allow him to pass.

Every driver should realize his great responsibility and pay strict attention to his duties while on the streets and highways.

JULY SHOWS IMPROVEMENT IN ACCIDENT RECORD

ER & EM and Both Box Shops Have Perfect Records

Standing for July

Dept.	No. of Emp.	Accidents	Days Lost	Standing
EM and ER.....	157	0	0	1.000
FX 1 and 2.....	202	0	0	1.000
FF.....	212	3	7	.946
DM.....	247	1	24	.939
FB.....	258	4	14	.932

The accident record for the month is encouraging. There were fewer accidents than we have had for the past two months and fewer days lost. Let's make the August record even better.

The Main Mill had only one accident—in DMC, when Julius Benatowicz strained his back lifting a bale on to a truck, but it was costly for it meant 24 days lost from work.

The Floor Covering Plant had three charged up against them this month, but they were minor and only caused 7 days' lost time. Two were strains caused by the wrong handling of rolls, and one was an infection coming from a cut. "Have those cuts dressed at once."

The Building & Roofing Plant is still bringing up in the rear. Two of their accidents were caused by the wrong handling of material—one man strained his back when unloading a car, and one fellow dropped a roll on his foot.

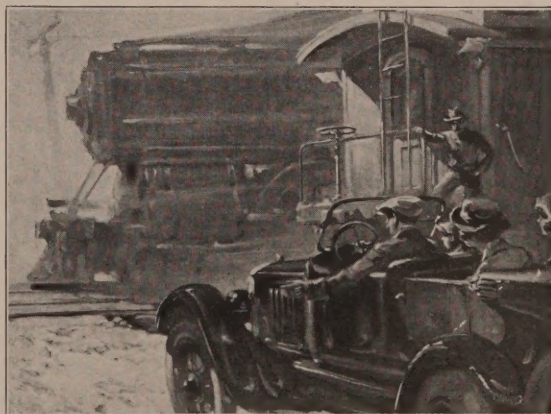
July was the first month of the second half of the year and showed a good start. We can improve this record, though. "Let's do it."

—Safety Committee.

OVER THE CROSSING TO THE CEMETERY

The whole country was startled recently when, picking up the morning paper, it learned that the day before 35 people had been killed and ten injured in nine railroad crossing accidents. The engineer of one of the trains had the heart-breaking experience of hitting two automobiles and killing 13 people. Four were killed in the first crash and nine in the second. In the second smashup, a mother and five children lost their lives. Every member of the train crew was on the point of nervous collapse when the death train was finally brought in at the end of the run.

One of the accidents occurred as a result of a driver trying to beat the train. It was a race to see who could get over the crossing first. The motorist lost. The driver of this death car forgot, or else didn't know that the train



was traveling at the rate of at least 90 feet a second and had behind it the momentum of more than 800 tons of steel in equipment alone. His indiscretion, happily, is a type of carelessness rapidly growing less common.

In the other case, the driver stalled his car on the tracks as the speeding train approached. Had he shifted to low or intermediate, the car might have made the crossing without mishap.

The lives of 1,810 persons were lost in grade crossing accidents in 1922. Occupants of passenger automobiles were the most numerous victims, 1,094 having died in automobile-train collisions. Autobus accidents were comparatively few, only 40 being recorded in comparison with 225 fatalities in connection with auto trucks. Motorcycles and bicycles figured in 20 fatal accidents and 273 persons on foot were killed. But street cars were involved in only two accidents during the entire year.

Thus it would seem that it takes two persons to cross a grade crossing safely. Even pedestrians cannot be depended upon to cross railroad tracks without being run over. Many persons protest at the idea of laws compelling them to "stop, look and listen" at crossings but the example of the street car conductor who is required by law to go ahead and flag the motorman to come ahead indicates that laws will have to step in where common sense fails to function.

Thousands of drivers—and even some pedestrians—apparently are indifferent to their own safety and that of others at the crossings. Some "get away with it"; others don't. Laws are no good unless people think. And a good thought to carry in mind from day to day is "Never be in too great a hurry to be careful."

THE TELEPHONE

When your telephone rings, always answer promptly. That is plain courtesy. Someone seeks to enter our place of business through the telephone door. Do not keep him waiting.

The right way to respond to a call received by telephone is to establish the identity of the company and yourself at once. For example: "Bird & Son,—John Jones speaking."

Such an introduction enables both parties to a telephone conversation to get right down to business without loss of time and temper. It saves such wasteful preliminaries as "Hello—who are you? What do you want?"—and gives a favorable impression of you and your firm.

The use of "Hello" in answering your telephone is just as annoying and time-wasting in inter-departmental communication as it is with outside people. In answering an inter-department call, you should give your name, and if for any reason you think your name may mean nothing to the person calling, you should give your department also, "John Jones," or "Building and Roofing Sales, John Jones."

The Right Way

"Bird & Son, J. P. Jones speaking."

"Good morning, Mr. Jones,—this is Brown of Wright & Co."

The Wrong Way

"Hello."

"Who are you?"

"Who do you want?"

"Is this Bird & Son?"

"Yes!"

"Give me Jones."

"This is Jones."

"Mr. J. P. Jones?"

"Yes!"

"This is Brown, talking."

"Who?"

"Brown of Wright and Company."

"Oh, yes, Mr. Brown."



Suggestion Column

It's a big job—making felt and paper, fibre cases, boxes, roofings, shingles and floor covering, and all the other products of our mills.

It takes a vast quantity of raw material, much machinery, a great deal of horse power, and, most important of all, a vast amount of brain power. Without the force of ideas, the equipment of the mill would be useless. It is the thought used in improving the product and in bettering the machinery and methods of work that makes it possible for us to meet competition.

Just think what it would mean to go back to the methods of twenty, or even ten, years ago. Yet this progress has been gradual. Bit by bit, changes and improvements have been made. And, if we are to survive, changes and improvements must continue to be made.

Why not be one of the procession of those who contribute ideas—the real moving force in the business? Your opportunity is right at hand. Your suggestion, dropped into the suggestion box, may be the big thing that is going to boost us ahead, or it may be just one of the countless little improvements that spell advance. If your first suggestion isn't accepted, your tenth or your hundredth may be a whale. Ideas keep the wheels of industry turning. The Suggestion Committee wants yours!

Put that suggestion in the box today!

Out of thirty suggestions considered at the meeting held on August 8, only six were such that they could be accepted. Following is the list:

Brake on idler roll	John Mattson, FBM
Sheet metal guard over belt in rug border Bldg	George Bigelow, FFM
Change valve for operation from floor	Frank B. Farrar, ERE
Raise angle irons that hold idler rolls	R. G. Fulton, FBP
Board between elevator and wall at FFV	Clarence Hagman, FFF
Step at files	W. M. Smith, P Office

Suggestions on Special Contest No. 25 for the Blind Nailed Roofing are very slow in coming in, only two having been received to date. We hope that there will be several more before the contest closes, although the time is getting very short. The contest will close on September 1, and we hope there will be someone who will receive the prize of \$200 for putting in a suggestion that is worthy of winning.

THE BEST FOOD THERE IS

We all know in a general way that milk is supposed to be good for us but probably few realize why it is essential to good health and life, not only for children but also for adults.

Milk contains all the necessary elements—proteins for building up muscle; fat and sugar for producing heat and energy; lime salts for building bones and teeth; and vitamins for stimulating growth. No other food contains these proteins, fat, sugar and lime salts in the same proportion as milk and no food is as easily digested.

About 85 per cent of the mineral matter of bone consists of lime phosphate and lime salts are therefore necessary to build and nourish the bones and to make the teeth sound and strong. Many cases of decayed teeth are caused by improper diet,—too much sweets without some other food to offset their effect on the system by supplying lime salts. Children particularly need lime for proper growth and development.

Animals fed on meat, potatoes and white bread alone soon become ill and look poorly nourished. When milk is added, in a few days there is a marked improvement and a steady gain in weight and health. So it is with people. Unless they have the proper diet which contains all the necessary elements, they will not be in good health. Milk products such as butter and cream cheese contain these same elements.

If children would drink a quart of milk a day and eat less sweet foods like pie, cake and candy, there would be fewer cases of undernourishment and underdevelopment. For adults a pint of milk a day should be sufficient to keep them in good physical condition—but that pint is very important.

Milk is the most economical food there is when you compare its food value to its actual cost. Whole milk should be used, however. If the cream or top is poured off, considerable of the nourishment has been taken away. The important thing, however, is to be sure the milk

is good, that it comes from a dairy properly tested for tuberculosis, and that the dairy and the bottles in which the milk is delivered, are clean. Bottled milk from such a dairy is the only really safe kind to use.

(The popularity of milk as a beverage in our plants is shown by the fact that during last month a total of eight thousand, seven hundred ninety eight and one half (8798½) pints were sold at the different stations in the plants.) Ed.

"TOMATO-CANNING TIME"

Division of Markets Says Peak of Season Has Now Been Reached

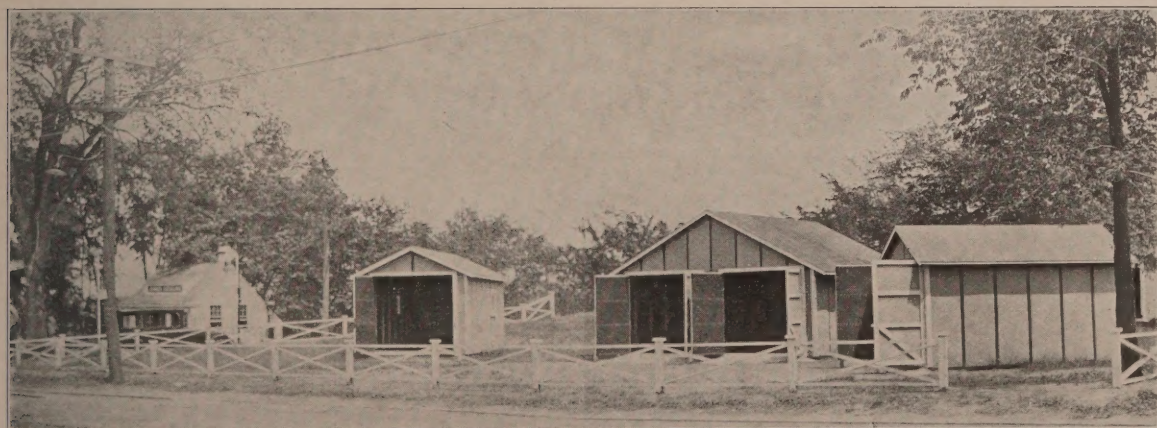
The Division of Markets of the State Department of Agriculture calls attention that the peak of the native tomato season has been reached and that now is the time for housewives to get their kettles ready for canning and preserving.

"Housewives who are planning to take advantage of the big crop of tomatoes should have their kettles ready," the division says. "For this vegetable is ripening rapidly, and those who are not prepared may miss the best time for canning and preserving. Never again this season will the price of good tomatoes be as low as it is now, and for this reason now is the time to can tomatoes.

"The tomato is one of the few vegetables of American origin that has attained great commercial importance. Production has grown until at the present time the tomato occupies third place among the vegetable crops in value, being exceeded only by white and sweet potatoes.

"The tomato, a good appetizer, is the richest of all foods in the vitamins and of great value in the feeding of children, as well as a protective food for elderly people. It is the extraordinary variety of dietary functions performed by the tomato that gives it such a peculiar value. Tomatoes leave the stomach almost immediately and are more quickly absorbed than the average foodstuff, thus reducing to a minimum the tax on the digestive system.

"Besides its richness in vitamins, the tomato contains three important acids—malic acid, the same as that which is present in apples; citric acid, the wholesome acid that exists in lemons and oranges; and phosphoric acid. Malic acid is especially valuable in all conditions where fresh fruit or vegetable foods are indicated; citric acid is beneficial to the kidneys; phosphoric acid is valuable when neuralgia and other disorders of the nervous system are presented. Tomatoes keep their freshness wonderfully, and are as nutritious when canned as when served raw."



Group of Garages Built of Bird's Outside Wall Board, on State Road at corner of Court and Washington Streets, Dedham, that Have Attracted Much Attention This Summer



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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

*It matters not how straight the gate,
How charged with punishment the scroll;
I am the master of my fate;
I am the captain of my soul.*

—Henley.

THE VALUE OF TIME

There are 365 days of twenty-four hours each in a year. This means 8,760 hours.

Now use your pencil. Let us suppose that the working day is eight hours and there are 310 working days in the year. This means that we work 2,480 hours.

The average person sleeps eight hours in the twenty-four, therefore, we sleep 2,920 hours during the year.

This leaves a balance of working hours, during the year, of 3,360.

Do you know that you sleep 440 hours more than you work? Do you realize that you have 880 hours more for recreation and other purposes than is consumed at your regular employment? Think it over.

No human enterprise can go forward without capital and time is your capital. An hour mispent is a dissipation of your assets. Can you afford it? Time has a mortgage on your future which it will foreclose if you don't begin to earn dividends with it. To properly spend your time is to create assets and a surplus. To waste time is to dissipate your assets and head for failure.

THE PERIODS IN A MAN'S LIFE

Robert George in the bulletin of the Philadelphia Association of Credit Men tells us: "The twenties are the moulding years of the life, when the young man forms those habits that shall direct his career. Then he finishes his school work, stands before the altar, establishes a home and looks the world in the eye.

"The thirties are years of discouragement. It is a hard and trying time for all. It is a time of battle without the poetry and dream of youth.

"The forties are the years of vision, when a man finds himself, finishes his castles in the air and knows the value of his dreams.

"Life comes to its ripening in the fifties. This should be the years of jubilee and he should do his best work then.

"At sixty, a man has committed enough mistakes to make him wise far above his juniors. He should live better and do better work than in any decade of his life. No man has a right to retire in the sixties; the world has need of his wisdom.

"Some of the best work in the world is done in the seventies. No man has a right to retire at any age unless he wishes to die. A word of congratulation to those who have reached seventy and beyond: You have almost finished your course; we trust that you have fought a good fight and that there is laid up for you a crown of righteousness."

ROOSEVELT THE "SCOUT MASTER"

Fathers of Boy Scouts the country over might well deliberate over the address made by Theodore Roosevelt, Jr., Assistant Secretary of the Navy, before the National Council of Boy Scouts of America, in which he told how his father acted as "scout master" in the days before scouting. One of the greatest pleasures of the late President was to take a group of boys on a hike. They would have point to point walks, swim ponds, climb bluffs and get over, under or through any obstruction that lay in the way. At night they would camp at some point jutting out into Long Island Sound and sleep to the rustle of waves on the beach. Strict discipline was maintained and woe to the boy who was selfish or whined.

Secretary Roosevelt was repeating the advice given him as a boy, when he said that camping, the great out-of-doors and sports were the means to the end of making a true American, "the man who will never declare war lightly, who will use every legitimate endeavor to prevent war, but who, nevertheless, will face war rather than dishonor, and who, when he faces war, will handle himself as his forebears handled themselves through five victorious, righteous wars." That is the type of citizen the Boy Scouts breed. If Roosevelt throughout the seven years of his Presidency could give generously of his time to companion his children, cannot American fathers today afford the time to emulate his example?

Library



"A book is a sure friend always present at your first leisure." Some books are better friends than others. Carlyle says, "There are an increasing number of books that are decidedly not useful and it is better that we have no concern with books at all than with some of them."

A large proportion of readers are influenced in the choice of books by the best sellers. What an opportunity among popular books was present fifty years or more ago when New England was the literary center of the country, the home of such literary lights as Francis Parkman, William Hickling Prescott, John Lothrop Motley, George Bancroft, George William Curtis, Oliver Wendell Holmes, Ralph Waldo Emerson, Henry D. Thoreau, Nathaniel Hawthorne, James Russell Lowell, John Greenleaf Whittier, and many other brilliant essayists, poets, novelists and historians. New books which appeared at the time and a little later are of inestimable value and readers were never at loss of a choice of worth while books. We have the same opportunity as people had at that period and should not overlook what the past has given us in our eagerness to read the book of the day. Try out your library to see what it can produce for you from among its wealth of literature as well as the mere recreational books.

BURDETT NIGHT SCHOOL PUBLISHES NEW CATALOGUE

A new Night School Catalogue has just been published by Burdett College and will be mailed to any one interested. In addition to the outlines and descriptions of the different courses, the new Night School Catalogue contains much interesting and helpful reading matter together with a number of views of the school.

The curriculum of the Night School contains thirty-four regular and special courses including Business Administration, Accounting, Secretarial, Bookkeeping, General Business, Shorthand, Typewriting, Traffic, Advertising, Salesmanship, Spanish, Economics, Business Law, Cost Accounting, Business Arithmetic, and Correspondence.

If you would like to have a copy of this new catalogue mailed to your address, please address the Secretary, Burdett College, 18 Boylston St., Boston, Mass.

KNOWING HOW TO FIT IN

One of the most common traits of the Successful Man is that of Adjustability—the knack of knowing just how to Fit In. If misfortune come along—all right—he immediately Fits In. If good fortune shows its nose and then comes to stay—all right—he quickly shakes hands—and Fits In.

Fit In—right where you are.

And if you somehow can't Fit In, the best possible move for you is to quickly get out from where you are and find some place where you can Fit In. A misfit man or woman is a tragedy. A Poor Worker in a Good Place is exactly

as bad as a Good Worker in a Poor Place. There is only one right condition, and that is a Good Worker in a Good Place.

Fit In.

Many a human allows himself to think that he is a misfit, when, in reality, if he would but carefully think the whole thing out, he would come to realize his folly and change his thinking and become a real Fit—perhaps "just the man for the job."

Fit In.

If happenings appear to be against you, Fit In anyway. If you happen to be thrown among those of a different race, or temperament or what not—make this a rule—Fit In. For the time being, at least.

Fit In.

Suppose the weather does spoil your plans.

Mind not—Fit In. No matter what the time or place or circumstance—Fit In.

—George M. Adams.

BEFORE YOU INVEST—INVESTIGATE

Ask Six Questions!

The next time you are asked to buy securities insist upon getting answers to at least six questions, such as these:

Who holds the control of the company and how was control acquired?

What were the assets of the company at date of organization and what are the assets now?

What percentage of the money put up as a stockholder will actually be net to the operating company's treasury? In other words, what percentage of my money is being spent in stock sales and organization expense?

What is the personal history of the officers and directors for the past five years?

How much business will the company have to do in order to earn and pay dividends—on its preferred stock—on its common stock?

Does the company hold a clear title to its real estate? If the property is mortgaged what equity does the company hold?

Many people who would not lend an acquaintance ten dollars will give up fifty dollars, five hundred dollars or more to a stock salesman, fiscal agent or promotion company about whom they know nothing except what the gentry tell them.

Too often neither their arguments nor their stock certificates are worth taking at their face value. It is comparatively easy to deal with institutions of known integrity. Your bank, or any bank, is willing to recommend security dealers who can be trusted. A little second thought and a measure of common sense is about all required to keep out of the clutches of the suave trickster.

By H. J. Kenner, Manager, The Better Business Bureau of New York City.

BOY SCOUTS

Sunday, August 5th, 15 boys with Scout Masters Lindequist and Smith went to Camp Manomet, Manomet, Mass. for their annual week's outing. The camp was a model of its kind and a very good program was carried out. Food was excellent and there was plenty for all. The cook, Charlie Welch, certainly knows what the boys need and like. After sitting down to one of his meals, it was a pleasure to do the dishes, which is saying quite a little for boys.

Much credit is due to the director and instructors of the camp. Sergeant Brundage of the U. S. Army did a great deal for the boys and sure made a hit with them.

Many examinations were passed, a list of which will be published at a later date.

The week passed too quickly for the boys, but all had to return home Sunday, August 12, stronger and better for their experiences.

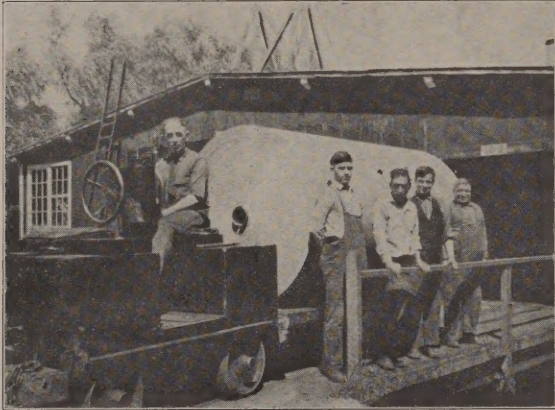
Notes from the Plants and Offices

MAIN MILL

John Curran is certainly wearing an expansive smile since his mother and sister returned from the West.

John Spillane failed to show up the other day and his wife telephoned to explain his absence. It happened that Don Merrill took the message and announced to a much bewildered and puzzled Carl Schaier that "John would not be in because he had a 'dry throat'."

Pat Egan has acquired a hound dog so he and Mike Connor and Mike Burke are all set for their hunting trips this fall.



THE MAIN MILL TRACTOR AND ITS CREW

James Houlihan at the wheel. John Donohue, Albert Salbo, Joseph Naughton, Jack Fitzgerald

Bob Morse journeyed to Wollaston but lost his bearings on the return trip. He did not worry, however, for he figured that he would have to cross the Neponset to get home and once he sighted the river he would be all right. He, therefore, aimed in this general direction, but no Neponset did he see. He did finally land at Forest Hills, but he still maintains he didn't cross the river. 'Tis said it can't be done, but Bob says he did it. Maybe!

John Curran and Wallace Duncan renewed their youth following the truck which advertised the show recently shown at the Norwood moving picture house. It was the nearest thing they've seen to a circus parade for lo! these many years.

It is good to see Charlie Knaus around again after his operation at the Massachusetts General Hospital, and we hope to have him back with us as well as ever within a short time.

Bill Harper is sending his friends greetings from Niagara Falls which was his first objective on a tour which will bring him home through Canada, New Hampshire and Maine.

MAINTENANCE

Charlie Paine has been spending his vacation touring in Maine. Some of the boys have received cards indicating that he is having a fine time.

Tough luck we think. Fred Duncan after working hard all year finds that his name has been drawn to serve on the jury, just as he is about to start his vacation. The trials of a citizen are many.

Frank Whitehead, our chief electrician, is on his vacation with his family at Barnstable. We miss his sunny countenance.

Andy Urquhart and Dinny Cullinane have both returned from their vacation pretty well tanned up.

Mr. Conrad with his family spent his vacation touring the White Mountains.

Mr. Guttormsen and family also vacationed touring in Maine and New Hampshire.

All of us in the Engineering Drafting and Maintenance Division were saddened to learn of the death of Mr. Edward Bonham.

Jack Smith, our yard and trucking foreman, spent a pleasant vacation touring the state of Connecticut.

Bill Koehler has returned from his vacation. He is much refreshed after his trip thru Maine. You can find out from Bill how to economize on travelling, especially on the boat from Portland to Boston.

Nils Lindequist has also returned from his trip to the South Shore with his troop of Boy Scouts. Nils got well tanned up and reported a fine sojourn.

BOX SHOP

The members of the Chrysanthemum Club are planning a trip to Plymouth very soon.

Larry Doane has been receiving congratulations since the advent of a small son at his house.

Cards have been received from Harry Tower indicating a pleasant trip to Washington and points South. He apparently arrived at the nation's capital without mishap.

Minnie Sline has been listening to the sad sea waves at Harwichport for the past two weeks.

William Downing has been visiting Henry Ford's plant and other places of interest at Detroit, Michigan. His



THE COMBINER CREW AT FXI WITH THEIR SLOGAN
Back row left to right: David Heylin, Foreman, John Grusacki, Louis Rossi, Herman Lauble, Joseph Naughton, Otto Manninen, Joe Solari, John Hurley, Gunnar Erickson.

Front row left to right: John Goonan, Silvio DeChellis, Alfonso Sylvester, Stanley Palieko

letters indicate that he thinks the automobile city a more than worth while one to visit.

Bob Morse's new Chevrolet sedan has style and class and everything. He took it over the road to Old Orchard Labor Day, all in its shiny newness and he says she made the trip like a lady.

BUILDING AND ROOFING NOTES

There is a good deal of discussion among FB folk as to the reason the top of Doc Watson's Maxwell was blown completely off on the Newburyport turnpike the other day while he was on his way to Maine. Some think it was the nature of the load in the car, but Doc himself says it was the day of the heavy gale. We are inclined to give him the benefit of the doubt and say it was hot air did it. At any rate Doc says it's all right—it saves him the trouble of removing it.

Mike Sheehan is the only man at BF that can make a black man out of an Irishman. He proved it the other day when he had Pat Tracy sprinkled with asphalt, front,

back and sides. Pat took it good naturedly and after shedding his overalls and jumper and having his hair cut, he looked like an Irishman again.

Our new Messenger boy, Einar Johnson, is fast becoming acquainted with his duties. His father, Gus Johnson, is one of the old time employees of Bird & Son.

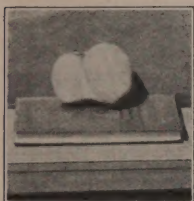
Mr. Pratt is very special now with his new Ford sedan. He finds it hard to hold down to twenty miles an hour during the breaking-in period.

Hubert Smith is back from his visit to Eastport, Maine, with new tales of the Durant. Not a mishap marred the trip, and the return journey of 400 miles was made in 17 hours.

We hear that Bassett is playing to packed houses in the various cities of Canada. His latest, "When Will the Sun Shine for Me?" was so well received in Amherst, N. S., that the management induced him to extend his engagement a few days.

Don Kimball, our chemist, is enjoying the ocean breezes at Martha's Vineyard.

Wm. Thompson, who has guided the crane at FBV for the past several years, has left us to become crane man in the Undercoat Department at the Floor Covering plant.



Behold a new one—a Duapple.
Raised by Dave Regan, Sr., on his
place in Walpole.

FLOOR COVERING

We confess to just a little bit of envy toward every man who has a daughter. Nevertheless, we congratulate Frank Payne, FFB, upon whom the Fates recently conferred such a boon.

Two of our live wires started off the other day in fine fettle and a big touring car to make personal inspection of a complaint on floor covering that was laid in a customer's kitchen, following Bird & Son's policy of guarantee. However, they came back soon looking rather crestfallen. Failing to impress the housemaid that their intentions were genuine, she would not let them in the house.

FFV has declared war on rats and the fellows up there are winning out, catching all kinds,—old gray ones, young pink ones, scrappy ones and the kind that succumb without apparent protest.



ONE OF THE MACHINE CREWS AT FF

Back row left to right: Mike McColgan, Adolph Doucette, Wm. Richardson, Ernest Huggard, Foreman, Guiseppe Luigo, George Swetka, Joe Adamonis

Front row left to right: Michael Pennettee, Albert Hayward, Mike Kelly, Egidio DePaolis

FFF wishes to start the season early and join in an inter-department bowling league, to run all winter. Why not?

Jerry the Office Cat is on his annual vacation. He left for parts unknown, but we have seen him once. He was eating real cream.

We are proud of our new FF Office now, since it is all dolled up in a coat of paint like a girl in a gray plaited skirt, and a shimmering white over-b blouse.

John Pennington is an enthusiastic roofer for Bird's Neponset Shingles. He claims to have the prettiest roof in Norwood. It was laid just right, according to directions. "After two winters and two summers it looks better than ever, just like slate," he tells me. His roof shows up so well that the neighbors are sitting up and taking notice. More than this, they are ordering Bird's Neponset Shingles for their own houses. (CD may use this.)

Our new unit is fast nearing completion. The store-room and machine shop are already well established in



THE BLOCK CUTTERS AT FF

Left to right: E. D. Huggard, Foreman, Ernest Wood, Frank J. Payne, Robert Ross, Ansel Culver and Gideon Kohler

their new quarters. Today, August 31st, the block room is moving over. The new finishing room is especially beautiful. It would make an ideal restaurant or hospital ward, so light and airy and clean it is.

Ben Sodergren gave us all a surprise party by getting married on the first day of his vacation, August 18, and going off to the White Mountains for his honeymoon. The happy bride was Miss Mabel Carol Johnson, of Malden. They have set up their Lares and Penates at 1324 Washington St., Norwood, and will be at home after October 1. The Review and Ben's many friends offer hearty congratulations.

A wedding of much local interest was solemnized at Newton, Mass. on Wednesday Evening, Sept. 5, when Mrs. Frances Lovejoy became the wife of Amos A. Peterson, until recently foreman of FFN.

After a short honeymoon in the White Mts. they will take up residence at the Walpole Inn, as hosts of this famous eating place.

Their many friends wish them much success in the new relationship and the business venture.

At the close of the Foreman's Conference Sept. 5, we presented Ben Sodergren and his bride with a token of goodwill in the shape of an electric table lamp.

Frank Maguire did the spread eagle stuff and Ben put the soft pedal on and made an appreciative response.

During the month of August we finished our half a million square yards of goods and at that some of our finished stock storage bins are so empty that they make you homesick.

A good deal of competitive spirit has been displayed between the two finishing crews on 12/4. At the beginning of the tour work, No. 2 crew succeeded every night in breaking the record hung up by No. 1 crew in the day time. The highest figure made by No. 2 crew the first week, 170 rolls, was never once reached by No. 1 crew. However, the second week, No. 1 crew, working at night, established a new record of 177 rolls. This figure remained for over a week until No. 2 crew, on the night of August 2nd proudly attained a total of 188 rolls. Naturally, they are happy, and No. 1 crew says, "Do it again," implying that they can't beat it.

The men on the champion No. 2 crew are: Bill Alsavitch and Charlie Witosky, waxers; Mariano Marinelli and

Nunzi Famigletti, slitters; Stanley Crowhurst, clamp; Santo Giompietro and Al Brown, inspecting; John Hayes, truck; Aldo Maine and Tony Salamaa, heading; Zen Bubech, Santo Damico, and Elmer Honeth, winder. All the men deserve great credit for the excellent showing, but the lion's share of the honors goes to the fellows who worked on the winder.



WHO'S WHO?

Zen Babech, who operates the winder and to whom is due much of the credit for the record on finishing.

On June 23rd, a small fire was noticed on the platform of the N. Y., N.H. & H. Railroad, at the Floor Covering plant, by Frank Tohosky and Mike Monihan. Through prompt and efficient action, they succeeded in putting out the blaze which threatened to do considerable damage. Mr. Hawkins has received a letter from Mr. G. A. Poore, Superintendent of the Railroad Operating Department, in which he says: "Please extend to the Foreman and the men of his department the appreciation of the Railroad Company for the interest taken by them in putting out this fire."



MACHINE CREW AT FF

Back row left to right: August Swanson, Alfred Johnson, Pat Dailey, Ernest Huggard, Nelson Phillips, Albert Hitchcork
Front row left to right: Benny Yankarkas, Leon Narbut, John Malacurio

The stork left a baby girl at the home of James Wall, FFC, August 28th. You should see Jim grin.

Phil Glebus has bought a home on Pleasant Street, Norwood.

YUM, YUM, WHO SAID CHICKEN?

When you want a nice one to broil, or fry, or roast, or a fowl to boil or fricassee, get in touch with Mr. Rouillard at FF. Give him two or or three days' notice and he will fix it up right for you.

The man who wants a garden fair,
Or small or very big,
With flowers growing here and there,
Must bend his back and dig.

MAIN OFFICE

Marriages and engagements have become epidemic at the Main Office.

Alice Paine left us September 1st, and on September 5th she was married to George Hills of Natick.

May Sword bids us farewell September 8th, but she refuses to disclose the date when the knot is to be tied.

As for Delia Hennessey—conjecture runs rife as to when she is going to join the ranks of the married folk, but to direct inquiries and hints alike she turns an inscrutable countenance.

Miss Sigmund, of Fibre Case Sales, is displaying a beautiful diamond on her left hand which indicates that she, too, will be leaving us soon.

Georgette Gazin, of the Stenographic Department, has left us in anticipation of her marriage, which is to take place very soon.

Bill Hale spent part of his vacation at Oak Bluffs and the rest of the time touring the United States.

Marjorie Abbott has left us to become secretary to the Sales Manager at the Lewis Manufacturing Company. We wish her every success in her new work.

Mike Hawkins and Bill Sline with their families are enjoying life at Harwichport for a few weeks.

Ed Murphy has temporarily joined the Knights of the Dusty Satchel and is travelling in Bill Sline's territory through Lynn, Lawrence and points adjacent.

Mrs. Holmes has been sojourning at Twin Mountains, N. H., and she writes of a delightful time although the air has been a bit chilly at times.

Margaret Downing is to take over Miss Sword's work in charge of Customers' Ledgers.

Ruth Morgan has returned from Nantasket with the proverbial sunburn.

Catherine Mahoney reports spending a pleasant vacation in Andover, Mass.

Nan Douglas has been enjoying a vacation at her home in Westmoreland, New Hampshire. We hope (if she has been repeating last year's sport) that her favorite horse allowed her to dismount in the customary way.

Miss Fairbanks has gone to see the big city. Sight seeing in New York has proved to be quite interesting to Bud.

Julia Clem, with Margaret Corcoran of the Purchasing Department, has gone to spend her second annual vacation at Hampton Beach, N. H. What's the biggest attraction, Julie?

Alice Darville has left her noisy home town for a quiet two weeks in Chester, Vermont. Don't get lost in a hay stack, Al, and if you plan to ride any wild bronchos, start at the beginning of the week so as to report Tuesday morning.

NOTICE

We are informed that this Life Buoy is not being used properly nor for the purpose for which it was put up here.

The Massachusetts Humane Society places Life Buoys of this kind on the banks of ponds and rivers in the State where swimming is allowed for the sole purpose of saving people from drowning. Right here in this spot there have been three people drowned in the last three years. If one of these Life Buoys had been handy at any of these times these lives might have been saved. Just think how valuable it would have been at such a time!

One can never tell when one may have cramps or become distressed while in the water, nor can one tell when an inexperienced swimmer will get out over his depth or lose his head. Then is the time that these Life Buoys will do their work if they are thrown to the person.

You may be the next person to need this Life Buoy!

We look to the Boy Scouts of East Walpole to keep these Life Buoys in order, and ask everyone coming here to bear these points in mind and help them and the Massachusetts Humane Society in maintaining not only this Life Buoy but all other Life Buoys that are stationed at any swimming hole or pond anywhere.

BIRD & SON, inc.,

B. D. Rogers

PHILLIPSDALE

On Tuesday evening, August 7th, eighteen tried and true friends of the eating fraternity journeyed to Crescent Park to partake of a five o'clock bake. What they didn't do to that bake you can't read about—but what they did do—"Oh Boy"—it was a clean-up job. Miss McKenna and Miss Maguire ate plenty, and Mr. Henderson ate all that was put before him. Mr. Pettingill supped a little clam chowder, but George Hawley—there is not room on the paper to tell all he ate. Rex did very well—he stopped when they passed the cigars around. Chas. Cyronock—what a feed that boy did eat! Mr. Eaton was very quiet but very busy all the time. Geo. Inman said there was not room for more. Our Chemist did not pass up a thing, and Mr. Eaton led him out. Henry Phelps and Jack Hammerlie told the waiter that they had lost their appetites, and the waiter said that he was very thankful, for he would not want to wait on them when they found them. While the feed was in progress, Oscar Anderson neither said a word nor listened to what was being said, but afterwards he talked for an hour telling what he could have eaten had he felt right. Bill Banks and Walter Watson were there, but we did not get a line on them. However, we'll leave it to them to get enough!

As a grande finale—Joe McNulty tried to sing, but was requested to keep quiet, for all felt they were in agony enough for awhile. After the bake, all visited the various places of amusement, and had a great time.

It was one glorious outing which will live long in our memories and we are most grateful to Mr. Henderson for it.

We are glad to hear that Seigal, one of our Tour Foremen in DPB, who broke his leg about two months ago while putting on a belt in the Beater room basement, is out of the hospital and is getting along very well. We expect he will be back on the job in a few weeks.

Some people tread for quahaugs with their feet, but our Herb Chamberlin treads for them with his nose.

Miss Maguire has returned from her vacation at Atlantic City, and reports a most enjoyable time.

Mr. Pettingill, Mr. Chamberlin, Mr. Salisbury, and Mr. Hammerlie have recently returned from vacations.

Mr. Pettingill started on a tour through Connecticut. He reached Connecticut but his machine refused to go any farther, so Geo. Hawley brought him home.



CHARLES CYRONOCK AND FAMILY

Rear left to right: Daniel, Anthony, John, Amelia.
Front left to right: Mrs. Cyronock, Annie, Mr. Cyronock

Herb Chamberlin strolled down to Baltimore for a few days, but found it very quiet. There are more attractions in New Hampshire so he went up there.

Rex toured our little state with his family and said he had a great time.

We don't know where Jack Hammerlie went. You tell them, Jack!

On Sunday evening, August 5th, Mr. Timothy Coffey, who had been employed for Bird & Son as a mason since the factory was built, passed away. Mr. Coffey lived in

East Providence for over sixty years and was well known among the residents. He was a man of the best type, always ready to lend a helping hand to a worthy cause, and he will be greatly missed. We extend our heartfelt sympathy to his widow and family.

CHICAGO

Bill Wilson is up in Northern Michigan on his vacation with H. S. Hanna, our cost man. They drove up expecting to make it in two days (450 miles) in Bill's Dodge and have not been heard from as yet. As he will not be back till September 4th now is a good time to get his latest picture of Dick, his youngest boy, into print. The picture is enclosed. It was taken from his desk glass so, please see that it is returned.



DICK WILSON

Here is Dick, the youngest son of our Superintendent. He is entering a vigorous protest against something. Maybe it's having his picture taken, or maybe it's because his father won't let him play with his golf sticks.

Miss Atchley of the Accounting Dept. was married early in August to Mr. George Kalman and our printer, David Rosky, also has taken the fatal leap. There are not many more single folk around here any more.

Mr. Hird has returned from his vacation spent in Maine and on Cape Cod. He shows the effects of sun and water all right and plays a wicked tennis game as a result.

We are getting many good comments on our Super Twin Shingles. They make a real roof not only from the wear but the appearance standpoint.

Our tennis doubles tournament was won by Thurston and Clark who enjoyed witnessing the Davis Cup Match between Australia and Japan at the South Side Tennis Club as a prize donated by our tennis enthusiast Mr. Hird. The singles have not been finished as yet but they promise to be interesting.

Our credit man, McEachran, has returned from his vacation spent in Canada. He reports it is still dry up there.

Mr. and Mrs. E. R. Clark are spending their vacation in the East and Mr. Clark expects to visit our East Walpole plants while there.

PONT ROUGE

E. A. DesLisle, Office Manager, and W. S. Parke, Superintendent at Pont Rouge, spent a week's vacation at Little Saguenay Club which is located about 35 miles from the mill. They reported that they caught all the trout they wanted, saw one bull moose and three females, four otters, not to mention the hares and partridges. Great country for the followers of the rod and gun!

GOLFERS! DON'T READ

Two famous actors were playing golf. Every stroke proclaimed the fact that they were novices at the game. Several fair-sized bits of turf had been dislodged, and when one unusually large piece parted from its native soil one of the accompanying caddies turned to the other and whispered: "Did yer tell me they were actors, Jack?"

"Yes, Tom," admitted the other, with a faint air of apology.

"Well," replied Tom, "all I can say is, they ought to have been scene-shifters!"

WHY BIRD PRODUCTS LEAD

High quality has always been, and will continue to be, the aim of Bird & Son.

This policy has been maintained for many years through the good will and the co-operation of Bird & Son fellow workers wherever they may be located. It is guaranteed by the thousands of workers who are the pick of the country and who can be depended upon for good workmanship and service.

The Building and Roofing Sales Division, on August 22nd, issued a Salesman's Bulletin which brings out very strongly the advantages of Bird Products over our competitors and which is quoted in part:—

"Aside from the relative qualifications of the various sales forces, the advantage is with us.

1. "a. We have the most complete line of shingles. b. We have the best surfaced shingles. c. We have the most distinctive shingles (Twins). d. We have on the whole the heaviest shingles.

2. "We have the best and widest known smooth surfaced roll roofing—Paroid. Everybody else sells just an ordinary roll roofing. There are hundreds of brands. Paroid stands by itself. It is the only smooth surfaced roofing which has been consistently pushed on year after year.

3. "We have the best and widest known building paper—NEPONSET Black. It is the only building paper that has been consistently advertised and promoted among architects, builders, and dealers.

4. "There are few roofing manufacturers who can combine Wall Board with mixed carloads of building papers and roofings. WE CAN.

5. "We have advertised the whole line more consistently over a longer period of years than competitors.

6. "We produce better printed matter for distribution among dealers. We circularize builders who are customers of the dealers more consistently than competitors.

"The institution of which we are a part is the best of its kind in the country, probably the best known, and occupies, in the estimation of your dealers, a far higher position than you are likely to realize."

FLOOR COVERING SALES RESULTS FOR JULY, 1923

Sales for July were in excess of the sales for the corresponding month last year.

Of the men on the commission basis Mr. Cunningham ranked highest with Mr. Weber and Mr. Covert close behind.

The percentage of rug sales is improving each month. That is what we need—more rug sales. The July figures were as follows:

Mr. Wrenn, 85%; Mr. Covert, 77%; Mr. Cocke, 73%; Mr. Cunningham, 64%; Mr. Shannon, 64%; Mr. Maraist, 58%; Mr. Hunt, 55%; Mr. Weber, 53%; Mr. Feeley, 52%; Mr. Kelley, 48%; Mr. Hayden, 37%; Mr. Lane, 32%; Mr. Hutchinson, 32%; Mr. Murphy, 27%; Mr. Prouty, 24%.

The sales of the following men exceeded sales in corresponding territories in July, 1922:

Messrs. Covert, Cunningham, Feeley, Hayden, Hunt, Hutchinson, Lane, Maraist, Murphy, Prouty, Shannon, Weber, Wrenn.

The following men exceeded their quota for July, 1923:

Messrs. Covert, Feeley, Hunt, Hutchinson, Lane, Murphy, Shannon, Weber, Wrenn.

July begins the final six months of the year. While we went ahead of our quota during the first six months we must do still better during the last half of the year. You men are to be congratulated on your efforts, but you have harder work ahead of you than ever before. Our distribution is improving daily.

Results for July, 1923

The additional machine and the production from it

means that every man must double his volume for 1924.

The national advertising which we have been doing is just beginning to have effect. The dealers throughout the country are beginning to take more notice of our line, more inquiries are coming in unsolicited from all sections and classes of trade.

You men have a very serious and difficult task ahead of you during the coming months. We appreciate the efforts you have put in, and the results you have accomplished, but we must repeat again that these results are not enough. That new plant is going to be kept running full as soon as it begins to run at all. You men are the ones to keep it running. This may sound unreasonable and impossible, nevertheless it must be done and will be done.

BIRD & SON, inc.

W. B. Rogers, Jr.,

Eastern Sales Manager.

SALESMANSHIP AND CHARACTER

The Salesmen's Association of the Paper Industry, pursuing its policy of developing an ideal code of salesmanship in the industry, has just distributed to its members an artistic folder, containing the creed of the Association and a condensed definition of a real salesman. The folder is intended for distribution by paper salesmen to their clients, so that an appreciation of the spirit of the Association may be developed among the purchasers of paper, as well as among those who represent the sales department of the mills.

The creed, written by H. H. Reynolds of the B. D. Rising Paper Company, former president of the Association, is as follows:

WE BELIEVE

"That a salesman should be well enough informed to advise when, what, and how much his customer should buy, and honest enough not to oversell him.

"That he should be square enough never to betray a customer's confidence—or the mills'.

"That clean living and clear thinking go together and are equally necessary.

"That a salesman should like men; for liking begets liking, and friendliness makes friends.

"That a salesman should believe in himself, his goods, and the business; for the buyer's confidence is the reflection of the salesman's faith.

"In short, we believe that salesmanship is fundamentally—CHARACTER."

The second portion of the folder, defining a salesman is credited to S. L. Schwartz & Co. Chicago, Ill., and is:

The Real Salesman

"One who has a steady eye, a steady nerve, a steady tongue, and steady habits.

"One who understands men, and who can make himself understood by men.

"One who turns up with a smile, and who still smiles if he is turned down.

"One who strives to out-think the buyer rather than to out-talk him.

"One who is silent when he has nothing to say, and also when the buyer has something to say.

"One who takes a firm interest in his firm's interests.

"One who keeps his word, his temper, and his friends.

"One who wins respect by being respectable and respectful.

"One who is loved by his fellow-men."

SIX WAYS TO KNOW A FOOL

A fool is known by six things:

Anger without cause.

Speech without profit.

Change without progress.

Inquiry without object.

Putting trust in a stranger.

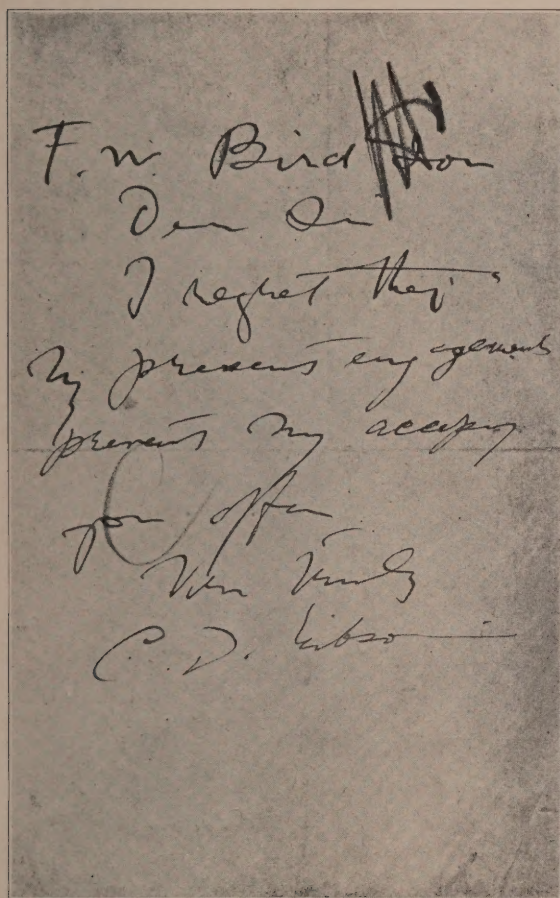
Mistaking foes for friends.

—Arabian Proverb.

SEPTEMBER

Now cometh September! The football player goeth forth, and returneth full of bumps and gore; the golfer gazeth at the sun, his wife returneth from the shore; the day grows short, which maketh the light company sore; and thus we end, for we can say no more.

AN OLD LETTER FROM ONE OF AMERICA'S FOREMOST ARTISTS



The above letter was received by F. W. Bird & Son in 1897 from Charles Dana Gibson, who even then was considered one of the leading artists in the country, renowned for his line drawings in black and white, many of which appeared in *Life* at that time and for several years later.

This letter was received in answer to a request that Mr. Gibson submit a drawing for the little girl in the Bird & Son trade mark, and was recently presented by our librarian.

IT PAYS TO ADVERTISE

(A Note from the Treasury Dept.)

The style of Bird & Son, inc., is rapidly becoming a part of every dealer's life and is paramount above all else in their minds.

Mute evidence of this is coming to our attention every day—only this morning a check payable to Bird & Son was received in settlement of an invoice rendered by The Flintkote Company.

THE WINGED ENEMY OF FELTS

Moths, moths, moths!—the enemy of housewife, the enemy of the furrier, and the smallest and most dangerous enemy of the papermaker. Early in the spring these little yellowish or buff-colored moths begin to fly about the rooms, hunting for something suitable to put their eggs in and help them raise their families. Although these moths all appear alike to the naked eye, there are three distinct species prevalent in the United States, all accomplishing, however, the same purpose—raising larvae which destroy woollens, feathers, animal matter, and felting.

The moth that enjoys feeding on the felting in the paper mills and destroys the great blankets is known as the webbing or tapestry moth. This moth is slightly larger than the common clothes moth that flies about the house, and presents two broods of young annually. They spin very small silk cocoons and attach them to the fine hairs of the blanket or woolen material and then leave the eggs to hatch. When the small worms come out of their homes, they enter directly into the material which they infest and burrow small galleries into the different parts of the blankets. These galleries are lined entirely with a thin silk, and there the young worms are kept warm and comfortable feeding on the fine hairs and any animal matter they may chance to find, until it is time for them to turn into grownups and go out into the world and hunt for new places to raise their families. The damage is due more to their burrowing than to the actual amount of material which the worms consume.

There is really no way of completely exterminating this enemy of mankind, but constant watching and careful inspection of the materials endangered will do much to save the goods. Frequent agitation, such as beating, shaking, or brushing and exposure to the air and sunlight, is a good old-fashioned remedy that will keep the percentage of this insect on the downward scale. Repellents often help to drive the moths out of the materials, and tobacco, camphor, naphthaline cones, and cedar chips have been used on the blankets with much success. Spraying with benzine or naphtha until the cloth is thoroughly saturated will drive the larvae out or kill them entirely, but the inflammable character of these chemicals makes their use somewhat dangerous. The best and most practical method of keeping these little pests away is good thorough brushings, using a fine comb on the blankets afterward, making sure that none of the small nests have been overlooked. Science has yet to offer some means of dominating this dangerous product of nature.

—Catherine Daniels in "Alfello Facts."

WHO IS THE HAPPY GUY
IN THE GOOD OLD SUMMER TIME?

The chap who wants to take a little
VACATION TRIP

and who CAN because he has salted down the
COIN for it by using his BEAN and utilizing
THE CREDIT UNION'S SAVINGS PLAN.

WHO IS THE CHEERFUL GUY
IN THE DARNED OLD WINTER TIME?

The chap who can buy coal to keep his house warm and a big O'coat to muffle up in when the BLIZZARDS BLIZ because for many weeks before this time arrives he has seen it in the offering and has STUCK AWAY A FEW DOLLARS EACH WEEK *where he can't blow it.*

Then when a load of coal comes his way he can quickly coax it into his bins and when he sees just the right GREAT-COAT in which he can foil Jack Frost he can say "Wrap it up, I'll take it."

THE NEPONSET CREDIT UNION'S
SAVING'S PLAN IS A JOY GETTER.
TRY IT.

EAST WALPOLE TENNIS CLUB

SILVER PLATE

Elimination Tennis Tournament
1923

F. Dunn	K. Chase			
K. Chase	6-1 6-1			
R. Wight	R. Wight	K. Chase		
H. A. Connor	6-0 7-5	6-0 6-1		
S. M. Thompson	Smith	K. Chase		
A. W. Smith	6-3 6-3	6-1 6-4		
L. Bartlett	Kemp	Kemp		
R. Kemp	6-1 6-1	6-3 6-2 7-5		
H. E. Sawyer	Sawyer			
J. Foster	6-0 6-1			
P. H. Hills	Wilson	Sawyer		
H. D. Wilson	6-1 6-1	6-1 6-2		
L. S. Stone	Rogers	Sawyer		
W. B. Rogers	6-4 6-1	6-2 7-5		
P. H. Bailey	Bailey	Rogers		
E. H. Swett	6-1 7-5	6-4 6-3		
J. M. Brown	Mellin			
A. W. Mellin	6-2 6-3			
D. A. Chase	Chase	Mellin		
J. Dolan	6-3 6-4	5-3 6-4		
F. Center	Wyman	Mellin		
G. R. Wyman, Jr.	6-1 6-2	5-7 6-3 6-0		
S. W. Gurney	Dixon	Dixon		
H. W. Dixon	5-7 6-0 6-1	4-6 6-3 6-4		
S. F. Martin	Martin			
W. Maxwell	6-4 6-3			
B. D. Rogers	Floyd	Floyd		
R. C. Floyd	6-3 6-2	6-0 6-3		
C. Gardner	Gardner	Floyd		
R. G. LaFountain	6-4 4-6 6-4	6-3 7-5		
W. Freeman	Andrews	Gardner		
C. H. Andrews	6-3 2-6 6-3	6-1 6-3		

H. E. SAWYER, JR.
AGAIN TENNIS CHAMPION

For the second time, H. E. Sawyer, Jr., has defeated all comers in the Men's Singles Tournament. This means that his name will again be engraved on the silver plate, and if he wins but once more in a singles tournament, he comes into permanent possession of the trophy.

The matches have been interesting and have afforded the tennis enthusiasts with plenty of opportunity to enjoy the game. Several of the new club members have displayed nice technic and have given some of the older members a hard push for honors. The real dark horse of the season however, was Arthur Mellin who defeated Donald Chase, 6-3, 6-4, Harold Dixon, 5-7, 6-3, 6-3, and finally bowed to Richard Floyd, 6-3, 6-2.

The doubles tournament advances rapidly and much interest is being shown in the matches.

AS IN PENCILS, OTHER THINGS

With twice the population of the United States, Europe uses only half as many pencils a year. This is the statement of Lothar W. Faber, one of the leading pencil makers of the world.

Why should the American use four times as many pencils as the European? Mr. Faber says the prime reason is waste. The American throws away a pencil when it is only half used. He cuts off a lot of it in unnecessary sharpening. He is thoughtless, careless. The European holds on to the pencil to the last fraction of wood and lead.

(From *Forbes Magazine*.)

THE REVIEW

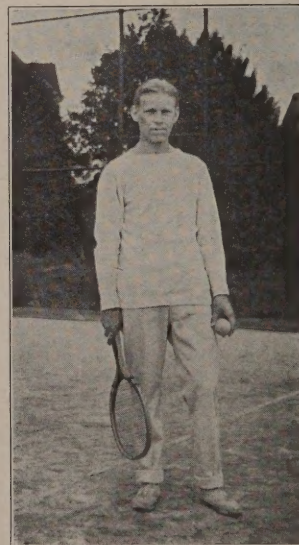
The Neponset Review is your paper. As a fellow worker your co-operation is welcome. Your plant, your doings, dances, picnics, athletic events, etc., would be written up, if you would just take the time to drop the Editor a line.

If your department and its doings are left out, just look in the mirror and you'll see the party to blame. Then read this paragraph over again.

Ye Editor.

WHO'S WHO?

One of our enthusiastic tennis players, Arthur Mellin, Main Office.



"The longer you listen to some people talk, the more thoroughly you become convinced that all the bull is not put out from Durham, North Carolina."

BIRD CLUB FINANCIAL PLAN

As you perhaps know, beginning May 1st of this year, a new plan of administering the funds of the Bird Club was put into effect. This is working very well, and, therefore, because in the past there has been some confusion and misunderstandings as to the method of handling the Club finances, this seems to be a good time to outline for you the details of the arrangement.

Early in the spring, on account of the increasing deficit, the Council appointed a committee to draw up a financial plan whereby the obligations of the different groups interested, *i.e.*, the Bird Club Resident members, the Bird Club, Inc., and Bird & Son, inc., should be definitely stated. The proposed arrangement was accepted at the March meeting and as stated before went into effect May 1st.

The Resident members, meeting with the House Committee, agreed to assume the entire responsibility for the proper running, heating and lighting of the house. They pay a rental of \$128.00 a month for the kitchen, dining room and upstairs quarters, and for the grounds immediately surrounding the house.

It was decided that the dues of the Club members, coupled with Bird & Son's contributions, should be used to pay taxes and insurance; to defray the cost of the entertainments during the winter; to cover miscellaneous charges; and to provide a reserve for contingencies. The Bird Club also pay a rental of about \$30.00 a month for the gymnasium and for the grounds other than those right near the house, and for the rooms used in general, as the library and pool room. None of the money received in dues or from entertainment is used in paying for the heating and lighting or in the up-keep of the house. Therefore, you see that proceeds of carnivals and entertainments go to the exclusive benefit of the Bird Club.

The Treasurer has submitted the following report for the two months the plan has been in operation:

In May, the House Account showed a loss of \$20.04 for the month, but the general Club Account showed a profit of \$76.00.

In June, the House Account showed a profit of \$46.00 and an accumulative profit of \$26.00. The general Club Account showed a profit of \$167.00 and an accumulative profit of \$243.

The Council finds these reports most encouraging and passes them on to you with the feeling that you will be interested in the establishment of the Club finances on a sound and fair basis.

B. D. Rogers,
Secretary.

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries came during August and those who celebrate in September, together with the names of our veterans who have completed over twenty years of service. Through an oversight, the August list was omitted from last month's *Review*.

August			
Richard C. McCabe	Watch	8/14/85	38 yrs.
James E. Smith	Paper Mill	8/17/85	38 yrs.
Mary Friary	Building, Roofing	8/1/87	36 yrs.
Frank Murphy	Finishing	8/19/95	28 yrs.
Hattie E. Willis	Sales	8/17/96	27 yrs.
Michael Coyne	Stock Handling	8/1/08	15 yrs.
Alfred Mattson	Stock Handling	8/7/08	15 yrs.
George Stone	Cutting, Sorting	8/7/08	15 yrs.
John Wilkes	Box Shop	8/8/08	15 yrs.
Michael Costello	Building, Roofing	8/4/13	10 yrs.
Leroy Fullerton	Box Shop	8/30/13	10 yrs.
James E. Quinn	FB Maintenance	8/5/18	5 yrs.
George Polumbo	Building, Roofing	8/12/18	5 yrs.
Antonio Antonelli	Floor Covering	8/13/18	5 yrs.
G. E. Regan	Accounting	8/15/18	5 yrs.
Arthur B. Sprague	Box Shop	8/16/18	5 yrs.
E. L. Connolly	Laboratory	8/19/18	5 yrs.
Frank Erasmus	Floor Covering	8/19/18	5 yrs.
Amelia Palevich	Building, Roofing	8/26/18	5 yrs.
Myra Kosafsky	Building, Roofing	8/27/18	5 yrs.
J. Perry	Phillipsdale	8/5/18	5 yrs.
J. Melar	Phillipsdale	8/7/18	5 yrs.
Garrano Manni	Phillipsdale	8/23/18	5 yrs.
September			
William P. Landy	Finishing	9/3/78	45 yrs.
H. D. Taylor	Pension	9/9/87	36 yrs.
A. C. Urquhart	Maintenance	9/10/96	27 yrs.
L. L. Thompson	Sales	9/1/98	25 yrs.
P. R. Allen	Sales	9/15/98	25 yrs.
Florence E. Holmes	Treasury	9/25/98	25 yrs.
John Eppick	Building, Roofing	9/5/03	20 yrs.
Louise McFarland	Purchasing	9/7/08	15 yrs.
Thomas O'Halloran	Phillipsdale	9/1/13	10 yrs.
Mary E. Hickey	Purchasing	9/3/18	5 yrs.
Joe Campaignio	Finishing	9/4/18	5 yrs.
Mary C. Quinlan	Sales-Floor Cvg.	9/4/18	5 yrs.
Herbert Badger	Planning	9/16/18	5 yrs.
B. Bevilacqua	Building, Roofing	9/17/18	5 yrs.
Paul Weta	Building, Roofing	9/17/18	5 yrs.
Olive Burke	Box Shop	9/18/18	5 yrs.
Ernestine Surette	Sales	9/19/18	5 yrs.
Ellen Ahlman	Box Shop	9/20/18	5 yrs.
J. F. Costello	Yard	9/23/18	5 yrs.
Joe Treconus	Finishing	9/30/18	5 yrs.
Felix Glebus	Floor Covering	9/30/18	5 yrs.
A. V. Wilson	Accounting	9/30/18	5 yrs.
R. McKenna	Phillipsdale	9/16/18	5 yrs.

WALPOLE HOME BUILDING COMPANY NOTES

The Warren F. Smith property at 297 Pleasant St., East Walpole, has recently been purchased. This property consists of a modern eight-room house, garage, and about 15,000 square feet of land.

George Cobb has bought a parcel of land on Pleasant Street, East Walpole.

A new bungalow on Rock Hill Street, Norwood, has been completed for C. S. Bird. This is for sale on very easy terms.

Bird Hall "Movies" will open for the season on Wednesday, Sept. 19th.

TIME AND YOU

Time that is measured by the years of your own life is the only Time that you can have for *Yourself* out of all the endless stretch of it. So waste that Time and you are wasting Yourself. And wasting it you are, if you are not making the very most that you can out of it. And to make the most of it takes energy now and always.

POSTAGE IS HIGH IN GERMANY

We have just received a postal card from Germany, the postage on which was 160 marks. This amount of marks in pre-war days would amount to nearly \$40.00 in our money.



CONTRIBUTED BY OUR VACATIONISTS

1 Gobscook Falls, Pembroke, Maine. (Contributed by H. L. Smith.) 2 A Farmer and His Ox Team. West Pembroke, Maine. (H. L. Smith, Jr.) 3 August Hilderbrandt, Harry Anderson and Wives Enjoying a Meal by the Road. 4 Gretchen Regan and Catherine Lumsden, AM. 5 A View of Mt. Chocorua from Honeymoon Camp. (With Ben Sodergren's Permission.) 6 Profile Mountain (Carl Schafer.) 7 Dave Heylin and Two Daughters, Mary and Helen, with Nephew, after a Dip in Ocean at Swampscott. 8 Beach at Atlantic City. (Harry Anderson) E. A. DeLisle, Ready for a Day's Fishing at Bon Lac, Saguenay Club. 10 Another View of Bon Lac.—Note the Moose in the brush near the bank. 11 Lake Alexander, Saguenay Club.



VOL. XI

NO. X.

NO ACCIDENT WEEK—OCTOBER 7—13

ALSO NATIONAL FIRE PREVENTION WEEK



MAIN MILL SAFETY COMMITTEE

Back row: Stephen W. Smith, Chairman, Robert Hood, Earl Hanson, John Burke.
Front row: Wm. Patterson, Peter Neilson, Paul Guttormsen

Our campaign for Safety in the plants has been given an impetus each year by selecting one week as No-Accident Week and so much good has been accomplished by the observance of Fire Prevention Week that the Bird & Son Safety Committees and Fire Brigades have chosen the week of October 7th to 13th this year in order that we

may all give more thought, study and caution to these important subjects—ACCIDENT and FIRE PREVENTION.

In 1921 and 1922 we observed No-Accident weeks successfully. We failed of a perfect record in 1921 by having one accident on the last day of the week, but in 1922 every department went

through the week without a single lost time accident. Again this year we want every department and plant to come through and the Local Committees have given assurance that it can be done.

For the twelve months ending August 31st, 1923 we have had a total of 132 lost time accidents resulting in 867 days lost, divided as follows:—

	Av. No. Emp.	Accidents	Days Lost
EM and ER.....	154	7	54
FX 1 and 2.....	216	15	110
FF.....	206	20	98
DM.....	264	32	265
FB.....	264	58	340

Safety at Home

This week will also furnish an excellent opportunity to us to consider safety outside the plant—in the home and on the streets. With the constantly increasing number of automobiles the deaths and injuries from this source has grown to alarming numbers. In Massachusetts during 1923, from January 1 to October 1 there have been 8860 accidents on our highways. There has been during this time 424 deaths, 245 adults and 149 children. Think of this! The month of October is usually the worst month for highway accidents. Do not let the children play in the streets; caution them so that in crossing a street they will make sure it is perfectly safe. Look both ways.

Hints, and "Do's and Don'ts for auto drivers" have been printed at various times in these columns so we will not go into this at length. Follow the rules of the road. Heed warning signs. Look out for children. Always be Careful.

Fire Loss Enormous

The losses due to fire have also increased constantly during the past few years. In 1922, fire destroyed more than 15,000 lives and \$521,860,000 in property, the loss being the largest ever known. On October 9, 1871 a fire started in Chicago which destroyed property valued at \$190,000,000 and cost the lives of two hundred citizens. By proclamation of the President of the United States and many State Governors the anniversary of this date has been set aside for a number of years as National Fire Prevention Day, and the people of the country have been called upon to observe it by giving special attention to the subject of fire prevention. On account of the heavy toll from fires, most of which is preventable, the nation has been asked to extend the period devoted to fire prevention and observe the week commencing October 7th as Fire Prevention Week.

On September 26th, Governor Cox issued the following proclamation:

"I hereby designate and set apart October 7 to 13, inclusive, as Fire Prevention Week.

"The fire loss for the Commonwealth of Massachusetts during the year 1922 was \$14,246,228.

The per capita loss in the Commonwealth was \$3.69. The total fire loss in the United States, ascertained from the most reliable figures, was over \$500,000,000.

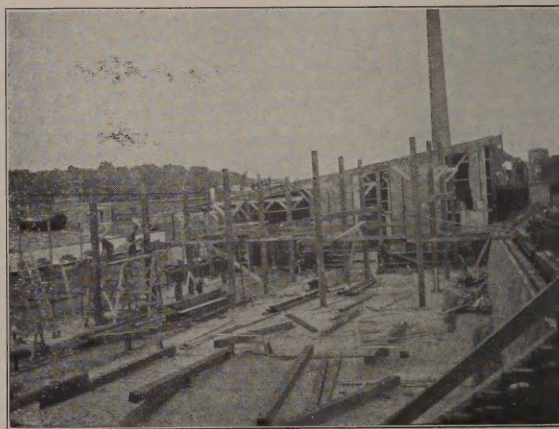
"Fire losses from the so-called preventable causes are always heavy. In our Commonwealth such losses are estimated to have been more than \$4,779,882 in 1922.

"To the tremendous losses already set forth must be added the loss of human lives and the great destruction of growing timber.

"It is appalling to think of this loss of life and property which might have been prevented by care on the part of individuals. Everything possible should be done to lessen the fire hazard.

"During Fire Prevention Week let there be earnest consideration of methods to accomplish this purpose, and to make the fire loss for the next year the lowest in the history of the Commonwealth."

It is true that the reduction of fire waste is a national problem. In order, however, that it may be effective, each individual, each plant, each community must consider the necessity of fire prevention and fire protection.



Construction on New Raw Stock Storage Shed

All Bird & Son plants are equipped with automatic sprinklers, up-to-date fire fighting apparatus. There is also in each plant one of the well known Bird & Son Fire Brigades, every man a fellow worker in the plant. The Brigades have been organized for nearly twenty years, attend drills regularly each month, and have been instructed and drilled by some of the leading fire fighters of the country. However, all these facts might not save any one of our plants should a serious fire get under way. We have had some sad experiences in the past and it's up to everyone of us to prevent a recurrence.

Have you ever stopped to think what would happen if the plant you work in was wiped out by fire? Chances are you would be out of a job. It is impossible for the superintendent, foreman, inspector or Brigade members to see all the corners every day. You must do your part. Here are a few, and only a few, general pointers for a daily

personal inspection. We know you will suggest others which apply to your department:

Are there any accumulations of dirt or rubbish?

Is there oily waste or other greasy material outside of regular waste cans?

Is the oil and all other inflammables safely stored?

Are there any broken electric fixtures, electric cords hung on nails or any other metallic objects?

Is any paper, woodwork or other combustible material stored too near steampipes, boilers, flues or heaters?

Answer to your knowledge the foregoing questions and others that may come to you during this week and then keep them in mind. If things are not satisfactory, take them up with your superior or the inspector. They will be glad to know if there is any hazard that is not already taken care of.

Fire prevention as well as accident prevention is a serious subject for the home. The same hazards suggested in your mill department also apply in the home. In addition, there are many others which should be considered at this time of the year, such as:

Are your chimneys, flues and pipes in safe condition?

Are matches kept where small children can get at them?

Are ashes kept in wooden barrels or boxes?

Are you sure that electric irons and other appliances are turned off when not in use?

Is oil or other inflammable material kept in a safe place?

Is there an accumulation of old papers or rubbish in your cellar or shed?

Check these over, too. They will suggest others. Let's do a thorough job during the week of October 7th to 13th and reduce fire and accident hazards to a minimum.

Remember you can help your Safety Committees and your Fire Brigade by calling their attention to unsafe places, practices, or conditions, and when you find and point out anything of a hazardous nature you are not only helping Bird & Son and yourself but you are helping your fellow workers.

FROM THE NATIONAL SAFETY COUNCIL, 168 NORTH MICHIGAN AVENUE, CHICAGO, ILL.

Four-year old Jimmy had found a box of matches in the kitchen and was having the time of his life watching the pretty blaze. Sister, who has been taught the danger of playing with matches at school, has taken the box away from him, much to his disgust, and is giving him a severe lecture. She has learned the lesson earlier than most persons do and is trying to teach it to the rest of the family.

Instruction in fire prevention cannot begin too young. Many grown persons are careless with fire because they didn't form the habit of carefulness when they were children and through pure luck they have never had an accident.

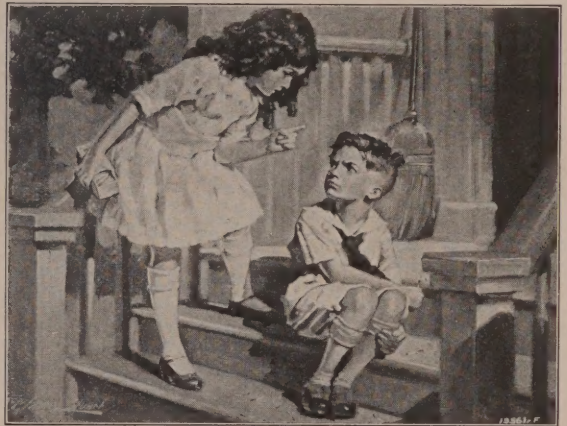
Fire last year probably killed 15,000 persons and injured at least as many more. It destroyed property worth \$520,000,000. At that rate, one life was lost every half hour and property worth \$1,000 went up in smoke every minute. Most of these fires could have been easily prevented by keeping the premises clean and by a little more care in the use of fire and inflammable materials.

Insurance doesn't pay for fire losses, it merely distributes them. You pay insurance on your house and furniture and the boss pays it on the factory and machinery. High fire losses mean high premiums and this cost is added to the price of everything we buy. The \$520,000,000 doesn't begin to cover the loss by fire. When a factory is burned, many men are out of a job, sometimes for several months. When a house or apartment building burns down, it means a family without a home and there is a shortage of houses in nearly every city. It costs more to build now than when the destroyed building was erected and this means higher rents.

Fire prevention is your protection, both for your home and your job. The safety committee or whoever is in charge of fire prevention needs your help in eliminating fire hazards in the plant. If you notice a pile of rubbish or oily rags or any inflammable material in a place where it shouldn't be, report it at once.

"Don't smoke or light matches where 'no smoking' signs are put up."

"Get into the habit of blowing out the match and stepping on the butt, even where there is no danger."



The same care is necessary at home. It is especially necessary to keep matches out of the way of young children. Playing with matches is a fascinating but highly dangerous indoor sport.

Preventable fires seldom start in clean places. The wife may be a spotless housekeeper but it is an exceptional home where there isn't a pile of old clothes, newspapers and other combustible stuff in the attic, the closet under the stairway, or in the basement. These are ideal places for fires to start.

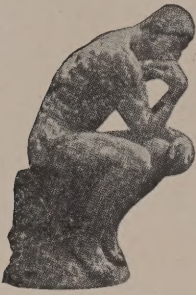
A stove left unwatched with the draft turned on may become overheated and start a fire. Kerosene and gasoline should not be kept in large quantities around the house. All open lights should be kept away from them and it is hardly necessary to add they shouldn't be used for starting fires.

Every man, woman and child should learn the location of the nearest fire alarm box and know how to turn in an alarm. After turning in the alarm, stand by the box till the fire department arrives and direct them to the blaze. They know the box from which the alarm was turned in but not the location of the fire and may spend valuable minutes looking for it.

AUGUST ACCIDENT RECORD

Maintenance and Power Departments Have Perfect Record for Two Consecutive Months

Dept.	No. of Emp.	Accidents	Days Lost	Standing
ER and EM.	155	0	0	1.000
FF.	203	2	6	.965
FX 1 and 2.	213	1	14	.950
FB.	275	6	20	.900
DM, DV, DF.	278	3	47	.866



Suggestion Column

Delighted! Delighted!

I have just received word from the Secretary of the Suggestion Committee that they are swamped and will have to take more time at the next meeting. We are arranging for an all-day session if necessary.

As usual the organization came across. I hope that we will find a lot of good ones in the bunch. Mr. Foreman, you are all right!

G. R. Wyman.

SUGGESTION COMMITTEE

Owing to the fact that so many members of the Suggestion Committee were away on their vacations during September, no meeting was held. It begins to look now as if an all-day session will be necessary when we meet on October 3rd, as at



Adolph Ketty, FBP, a regular contributor to the Suggestion Box this writing, September 26th, we have 112 suggestions on hand. We are very glad to see so many suggestions coming in and hope that there will be at least one hundred and twenty-five by the time the meeting is held.

—THE BOSTON HEALTH SHOW— “Hold Fast to Health”

The Health Show which will be held in Mechanics Building October 6 to 13 promises to be the most notable event of its kind ever held in this country. It will embody in well balanced proportions practically every educational, commercial and entertainment feature allied with the subject of health. An idea of the magnitude

of the enterprise may be gained from the fact that more than 102,000 square feet of floor space will be required for its presentation. For more than a year the work of organization and development has been in progress and to every detail most careful attention has been given. Its purpose is to effectively educate the general public in the ways of health, the avoidance of sickness and thus to promote human efficiency, prosperity and happiness. It is an undertaking worthy of the support of every good citizen.

THE SPONSORS of this great health demonstration are the Boston Health Department, the Massachusetts Department of Public Health and the Boston Health Exhibit Committee. The Governor of Massachusetts and the Mayor of the City of Boston head the Exposition Committee, the membership of which embraces representatives of all of the organizations and institutions identified with or interested in the work of promoting human health and welfare in this community.

SEVERAL THOUSAND HEALTH OFFICIALS and volunteer health workers will assemble in Boston during the week of the Health Show, the annual meeting of the American Public Health Association being held in this city at that time. Naturally, the Health Show will be an object of peculiar interest to the “visiting” members of this organization.

Any fellow-worker interested in attending this exhibition may obtain a ticket from Miss Leavitt or Miss Haslam at either of the Hospital rooms.

FRESH AIR, HEALTH

Professor C. E. A. Winslow, Yale University, New Haven

Everyone knows that fresh air is one of the best medicines and incidentally one of the cheapest. More and more doctors are prescribing “the fresh air cure” for all sorts of diseases. Yet not all people know fresh air when they see it or realize to what it owes its tonic qualities. Here are the principal signs by which you may know “fresh air.”

(1) Fresh air is cool air. Air that is above 68 degrees F. is always harmful except for very old people. Whenever the indoor temperature rises above this point the circulation is upset, one tends to become dull, languid, and inefficient, and the delicate membranes of the nose and throat are injured so as to cause a great liability to colds and other respiratory diseases.

(2) Fresh air is moving air. Still air blankets the body and produces a deadening, numbing effect. Air in gentle motion stimulates the skin.

(3) Fresh air is moderately moist air. Either very dry or very humid air is harmful.

(4) Fresh air is variable air. Slight changes in temperature and humidity are stimulating and wholesome for the body.

These four qualities are always found to the best advantage out of doors and it is for this reason that sleeping, working and living in the open is one of the best ways of keeping the body fit, vigorous and efficient.

When you must be indoors, don't forget your good friend, the thermometer. The best thing that ever happened for the health of the children of New York was a regulation requiring the placing of a thermometer on the front of every teacher's desk, with a heavy red line opposite 68 degrees. A thermometer of this kind in every living room and work place, with somebody watching it to turn off heat or open windows as soon as the temperature passes 68 degrees, would cut in half the number of colds and other nose and throat diseases from which Americans suffer as a result of overheating.

LOST AND FOUND

In the Employment Office we have several bunches of keys and other articles that have been found at different times in and around the plant. Also, we are only too glad to put notices on the different bulletin boards throughout the plants in regard to articles which our fellow-workers have lost or found. The columns of the *Review* are also open for that purpose if ever you so desire.

If you find anything of value around the mill that you think is personal property, and if you cannot find the owner in your immediate vicinity, bring it to the Employment Office and we will try and locate him.

If you have lost anything, come to the Employment Office. We may have it. If not, we will be glad to see if we can locate it.

MASSACHUSETTS CREDIT UNION LEAGUE OUTING AND CONVENTION

At noon on September 15th, four delegates from the Neponset Credit Union, D. J. Cullinane, A. W. Smith, John J. White, and H. E. Rouillard started in a Ford for somewhere in Massachusetts to attend the Annual Summer Meet-up of the State League. Smith was chauffeur and we "sure did" see the country. We covered all the level roads and turned all the corners in Essex County.

We finally arrived about 3 o'clock at the summer outing place of the North End Social and Industrial Union at Boxford. There we found a hundred or more enthusiastic Credit Unioners.

The remainder of the afternoon was spent rather informally in walks about the place, to the lake and return (some ventured to swim), in a scrub ball game and in getting acquainted.

Finally we were drummed together to listen to a very carefully prepared and thoughtful paper on Household Budgets by Miss Coombs of The Russell Sage Foundation of New York City. In the meantime we had witnessed active preparations for the dinner. This was served out of doors and was partaken of with great gusto. John White didn't say a word, but put his share away. "Dinny" didn't look very hungry after it was all over. Rouillard at least had the name of eating more green corn than anyone else, and while it was Al's luck to be the last one served at every course, he did full justice to his share, and finally got filled up.

At the close of the dinner, there were several interesting talks along practical lines of Credit Union work, the most notable being that of State Bank Commissioner Allen, in which he expressed his faith in Credit Unions, and proffered the active cooperation of the Banking Department of the State.

When the formal exercises broke up, it was announced that a dance was to be held inside the house. About this time, however, the pilgrims from East Walpole had but one thought, and that was of getting home, so homeward we came. Luckily we struck the turnpike this time and came home a-flying. (See floor covering notes for further Credit Union dope.)

—H. E. R.

CARDS OF THANKS

I wish to thank everybody for the beautiful gifts which I received so unexpectedly Monday night.

Grace Hathaway.

I wish to thank my many friends for the useful and beautiful presents given me and the kindly thought which prompted them to give me the shower on September 18th.

Kitty Geraghty.

WALPOLE HOME BUILDING CO., INC.

Award Prizes for Best Grounds

The prizes offered in the early spring for the greatest improvement made and best cared for lawns and grounds during the summer, have been awarded to the following tenants:

Group 1

A. W. Smith, 143 Pleasant Street, East Walpole, 1st Prize \$10.00; Stuart Nickerson, 74 Walcott Avenue, East Walpole, 2nd Prize \$6.00; Harry Dresser, 66 Walcott Avenue, East Walpole, 3rd Prize \$4.00.

Group 2

Patrick Hession, 15 Rock Hill Street, Norwood, 1st Prize \$15.00; Louis N. Seavey, 46 Rock Hill Street, Norwood, 2nd Prize, \$10.00; Edward J. Linn, 7 Stone Circle, Norwood, 3rd Prize \$6.00; Mary Scanlon, 10 Rock Hill Street, Norwood, 4th Prize \$4.00.

Group 3

R. M. Wight, 35 Rhoades Avenue, East Walpole, 1st Prize, \$10.00; Edward Geraghty, 9 Washington Street, East Walpole, 2nd Prize \$6.00; D. A. Chase, 112 Union Street, East Walpole, 3rd Prize \$4.00.

Roger Flaherty has moved from Dorchester into the house at 5 Stone Circle, Norwood, formerly occupied by Charles Seavey.

Peter Cook has moved into the house at 20 Summer Street, Norwood, formerly occupied by H. L. Young.

Tiot Lunch has been leased to H. N. Curtis, who has operated restaurants in Franklin, Milford, and Foxboro.

A TRULY MODEL HOUSE



Model House Made of Bird & Son, inc. Products, James C. Hadden, Builder. This House is Loaned to Dealers to be Used in Window Display

"MOVIES"—BIRD HALL

The following pictures will be shown for the month of October:

Wednesday, October 3—Betty Compson in "The White Flower."

Saturday, October 6—Jackie Coogan in "Peek's Bad Boy."

Wednesday, October 10—Gloria Swanson in "Prodigal Daughters."

Saturday, October 13—Thomas Jefferson in "Rip Van Winkle."

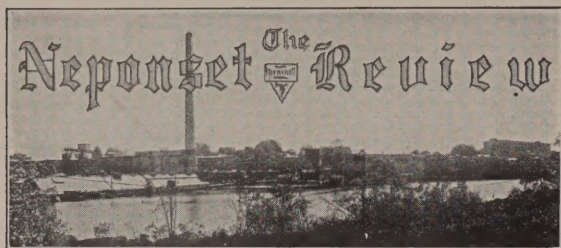
Wednesday, October 17—Thomas Meighan in "The Ne'er do Well."

Saturday, October 20—Richard Barthelmess in "Tol'able David."

Wednesday, October 24—Agnes Ayres in "Racing Hearts."

Saturday, October 27—Robt. McKim and Claire Adams in "Hearts Haven."

"Pathe News" will be run on Wednesday of each week and "Movie Chats" on Saturday. Some Larry Semon comedies and Buster Keaton comedies will be shown during October and November.



Vol. XI.

OCTOBER 1923

No. 10

Published Monthly for the Employees of Bird & Son,
Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

Correspondents		
Sales	.	P. H. BAILEY
Library	.	A. S. BLANEY
Suggestions	.	W. M. SMITH
Floor Covering	.	H. E. ROUILLARD
Building and Roofing	.	E. L. CHAMBERLAIN
Main Office	.	M. E. CAVANAUGH
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Phillipsdale	.	T. G. HENDERSON
Main Mill	.	S. W. SMITH
Chicago	.	W. W. WILSON
Athletics	.	A. W. SMITH
Health	.	M. R. LEAVITT
Printer		Business Manager
F. R. MEYER		A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

The question for each man to settle is not what he would do if he had means, time, influence and educational advantages, but what he will do with the things he has.

—Hamilton Wright Mabie.

SELL YOUR JOB

Isn't it more fun to make your friends or even casual acquaintances get right with the world than to make a waste can out of them by dumping all your troubles into their ears? There's a lot of satisfaction in having the other fellow envy your state of mind—and your job.

Which recalls an old, old story, and a good one.

Tom Sawyer was whitewashing his dad's fence. The gang came along and urged Tom to go swimming. Tom never answered but kept slopping the old paint brush onto the fence, talking to himself about the fun he was having—whitewashing. The gang began to get interested. Finally one fellow asked to paint the next board. In ten minutes Tom had every fellow fighting to be the next to have the brush, with Tom supervising. They forgot all about swimming.

The beauty of talking the other fellow into a happy frame of mind is that all the while you are talking, you're beginning to believe your own story. And the converse is true. Have some little, imaginary trouble—start to tell it, and before you get through you'll be just about as happy as a jazz band at a funeral.

JAPAN'S TRAGEDY

In the midst of its prosperity as a foremost nation of the world, a disaster unparalleled in history has overtaken the people of Japan. The empire whose area covers about 260,000 square miles with a population of nearly eighty millions is not unaccustomed to displays of seismic violence, for during the past three centuries more than a hundred earthquakes have been sufficiently disastrous to merit historical mention, and if minor vibrations and shocks were to be included, the records of late years would show an average of about three tremors daily. But no catastrophe in ancient or modern history has been recorded which equals the loss of life and property that reports indicate has been destroyed in this latest and most horrible disaster.

Japan's greatest industrial loss is probably in her silk industry and the United States is much affected in that we are the biggest consumer of their product. Of the 52,683,604 pounds of raw silk imported into this country in the twelve months ended June 30 last, 37,989,046 pounds, or 70 per cent valued at \$298,798,272, came from Japan. In 1922 this country took 91 per cent of the raw silk shipments from Japanese ports and most of the silk in storage at Yokohama at the time of the earthquake and fire is supposed to have been under contract for shipment to United States importers.

Effective relief measures are now being carried out; supplies and welfare workers are being sent to the stricken centers. The Japanese people are not crushed, but widespread ruin and suffering are very real to those affected, and the relief we are giving as a nation will do more to promote international good will than all the treaties ever signed.

* * *

The Prepared Roofing Association are to do their little bit towards helping out Japan in her hour of need by having all members send 100 rolls each of roll roofing.

THE ART OF LEAVING OUT

"It isn't what's in a Ford car that permits of its selling for so few dollars; it's what is *not* in it.

"It isn't what's in the modern chain grocery store that makes it serve so cheaply; it's what's left out in expensive service and unprofitable merchandise.

"It isn't altogether the work that an executive does that makes him successful; it's the work he doesn't do—the non-essential tasks that he eliminates from his day, leaving his mind free for the important planning and thinking.

"Study to eliminate the unessential in *your* daily work and life. You'll be more effective if you do, and it is effectiveness, not work, that we are all paid for in business these days."

—By Robert D. Updegraff, "Direct Reflections."

Library

BOOKS FOR THE HOME

By Calvin Coolidge

In a recent magazine article the President makes the following suggestions in regard to the family library:

"Books for the home ought to be chosen with a view to preparation for the life of American citizenship. This would include religious, government and what is termed general literature. A supply should be at hand, not only as a source of study to furnish knowledge and information, but for amusement and entertainment in hours of relaxation. To begin with, there should be something for the mother, for she is the center of the home—something for her individual use, for unless she is able to enter into the real spirit of reading books, it is unlikely that she will ever be able to impart that taste to her children and guide them in that field with sympathy and discretion. We should probably find that the mothers of most of the great men of recent times, the mothers who have borne that large class which has contributed to the strength and high purpose of modern civilization, have been readers of the Bible. What a great picture of devotional family Bible-study is portrayed in 'The Cotter's Saturday Night.'

Among the novelists there is little doubt that she would find interest in 'Les Miserables.' When it comes to certain household problems, like nourishment, which is so important for the bodily welfare of all, and the management of children, it is apparent that instruction on these subjects ought always to be available. 'The Care and Feeding of Children,' by Dr. Holt, and the 'Boston Cooking-School Cook Book,' by Farmer, will be found useful.

When next some thought is given to books for the children, 'Mother Goose Rimes,' 'Grimm's Fairy Tales,' 'Little Women,' by Alcott and 'Robin Hood' suggest themselves. These would be supplemented by 'A Vagabond Journey Around the World,' by Franck, and 'The Story of Mankind,' by Van Loon.

On turning to what might interest the father when he joins the family circle at evening, a general-reference history will be wanted which would include an outline of ancient times, the record of Greece and Rome, some account of Continental Europe, a reference to Asia and a more extended story of England and the British Isles. Such a work is the revised edition of the 'Outlines of World's History,' by Fisher. Of course the library must have a good history of the United States.

The three names especially worthy of a place in American biography are 'Franklin's Autobiography'; 'Washington,' by Lodge; and 'Lincoln,' by Charnwood.

Two reference-books are indispensable: a dictionary and an atlas.

A standard work on our institutions and government, the principles of which ought to be carefully studied and understood by every citizen, can be found in 'The American Commonwealth,' by Bryce.

Of poetry, there should be some. But instead of confining the library to one or two volumes of a few masters, it would be better to secure a collection which contains some of the best work of many of them. For this purpose the 'Home Book of Verse,' edited by Stevenson, would be valuable. One poet, historian, philosopher, dramatist and genius, however, cannot be overlooked—every library must have Shakespeare.

Some recent additions to our library:

'Under Four Administrations,' by Oscar S. Straus, who was privileged in the close connection which he had with Presidents, foreign rulers, diplomats, labor leaders and captains of industry. He has written instructively and entertainingly of important events from his entrance into politics from Cleveland's time through the exciting events of the Wilson administration.

'The Life of Florence Nightingale,' by E. T. Cook; not a new book but a character in which interest has revived during and since the war.

Bird books new to us: 'Bird Studies with a Camera,' Frank M. Chapman and 'Methods of Attracting Birds,' Gilbert H. Trafton.

Emerson's 'Representative Men,' highly recommended by advisors as a book desirable for reading aloud in the home.

For the nature lover: 'Skyline Camps,' Eaton, and 'Roads of Adventure,' Paine.

Sketches more or less humorous for leisure moments: 'Of All Things,' Benchley, and 'In the Neighborhood of Murray Hill,' Holliday.

COAL STRIKE ENDED

The coal strike which began September 1st is ended, and most of the 158,000 anthracite miners returned to work on September 19th. The contract which expires August 31, 1925, gives the miners a ten per cent wage increase, the eight-hour day, collective bargaining and a revision of wage rates and schedules, which provides a thorough study of all wage scales before the expiration of the contract.

Though the anthracite-using public cannot feel anything but grateful for the happy termination of an unfortunate situation, it must be remembered, nevertheless, that as usual it is the loser. The strike settlement means that anthracite will retail at from 75 cents to one dollar a ton higher than the rates that prevailed before the walkout.

However, we do not hesitate to express appreciation for the compromising efforts made by both sides in the controversy and their agreeing to prevent a national crisis. The untiring work of Governor Pinchot of Pennsylvania was responsible for the successful culmination of this controversy, and he is entitled, therefore, to strong commendation.

For President Coolidge there can be nothing expressed but praise. He promised that there would be no embarrassment or shortage of fuel in the event of a strike and he was fully prepared to handle the situation through a federal fuel distributor for the distribution of substitute fuel. The settlement now averts this necessity, and the first big achievement of his administration has been recorded.

'Paper Industry,' September.

GIRL SCOUTS

The first meeting of the season for the Holly Troop was on Friday evening, September 21st, with almost perfect attendance—one Scout only being absent. The enthusiasm and interest shown was very keen and many happy plans are being made for the winter. One plan is that we shall have some special outing every month. The first will be to the Pinnacle where we are planning to build a Campfire Circle.

Miss M. Genieve Leonard, first Captain of the Holly Troop and also the Thistle Troop, was the guest of honor at the meeting on Friday evening, September 28.

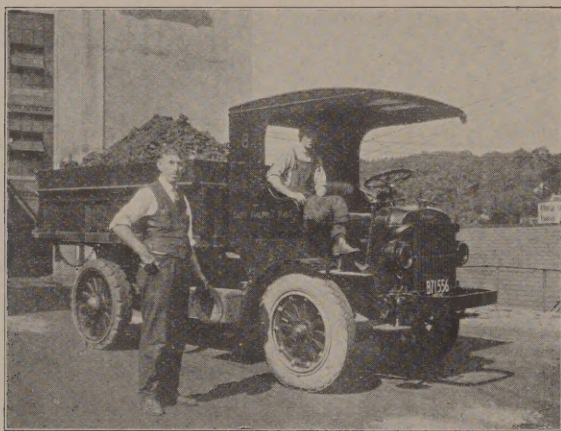
Notes from the Plants and Offices

MAIN MILL

The roadway near No. 1 Box Shop is a busy place these days. Work on the extension of the Finished Stock shed, which is being built by the Fiske-Carter Company, and on the new Raw Stock shed, which is being put up by the Central Engineering Company, is going forward at a brisk pace.

Arthur Smith reports a splendid trip through New York State up to Niagara Falls. He journeyed down to "little ol' New York" to renew his acquaintance with Broadway and then started out for the open country.

The good appearance of our tractors and the excellent up-keep of the batteries have called forth words of praise both from the Edison Company and from the Lakewood people.



Jack Smith Points with Pride to the New Autocar.
James Costello at the Wheel.

H. M. Gould had to take his hat off to the little tractor that pulled one of his 14-ton loads out of a hole after the N. Y., N. H. & H. Railroad failed on the job.

Joseph Walker, who has been driver of one of the DMT tractors for the past year, has transferred to the Yard as spare chauffeur.

Bob Fisher looks extremely well sitting at the wheel of his new Nash.

Victor Burrell has two new filter beds to take care of now.

Everyone is sorry to learn of Tom Maguire's unfortunate accident on September 28.

Eric Johnson who broke his hip in a very peculiar accident on September 1st is making rapid progress at the Norwood Hospital and seems very cheerful.

MAINTENANCE

Judging by the "fo' the war" cards received from Joe Engley from Saundertown, R. I., he had a peaceful sojourn down there.

There has been a general change in the line-up of the Maintenance Office force during the past month. Charlie Paine has decided to become a pattern maker; Harold McNeeley has taken over Charlie's work; and Harold Phalen has been taken on as messenger.

Francis Bannon has joined Frank Whitehead's crew, intending to become a full fledged electrician in the course of time.

The new 4-ton dumping Autocar is a welcome addition to Jack Smith's fleet.

William Donohue, of the Finishing Department, has transferred to the Yard to act as spare chauffeur.

We miss Freddie Duncan's genial grin since he left us to return to Carnegie Tech where he starts on his second year.

George Robertson and Charlie Rafuse made an extended trip through Canada this past month. They had wonderful luck with the exception of one puncture caused by a Neponset shingle nail. Robby says it beats all how Bird's products do cover the country.

We are glad to welcome Mr. Confer and Mr. Gordan, of Stone & Webster, who have joined us for a short time to make a special engineering survey of the plant.

Quite a few people around the Engineering and Stores Department are wondering why it is that Geo. Robertson while touring the provinces sends postcards bearing only the pictures of churches.

Has Robby changed?

MILL OFFICE

We are glad to have Andy Currier, who is doing some special work, with us again.

Don Merrill has found a unique method of locking his car. We have been told, on good authority, that he takes off the front wheel and carries it to bed with him. They can't get away with your car on three wheels. Can they, Don?

We are glad to welcome John DeCosta who has succeeded Francis Bannon as Mill Messenger.

Cards have been received from Al Kendall indicating an enjoyable visit to Quebec.

Mr. Goodspeed made trips here and there during his holiday, making his headquarters at Wrentham.

Jim Maguire has been busy during the past two weeks entertaining his father and mother who have been visiting him from Rochester, New York.

We extend congratulations to Gus Hills who is to be married October 15th to Loretta Edwards of New York City.



The Crew of the Pattern Shop.

Back Row: Nelson Boulter, James Hadden, Henry Hartig.
Front Row: George Eisner, Nils Lindequist, David Regan, Jr.

Mr. Leander "Laghorn" Hills is making an extensive tour of Schenectady, N. Y. Almost all his "friends" received beautiful scenes of this picturesque metropolis. He is making an intensive study of the industrial situation of this city.

Mr. Hills will give an informal talk on this tour, discussing the new nailless shingle that is being made by the Schenectady Asphalt Company. A limited number of persons will be allowed to listen to this talk, which will be given about October 20th. Inquiries may be sent to H. J., Dept. PL.

BOX SHOPS

Frank Meyer is telling of a real vacation at Falmouth Heights with sunny skies, warm days and loads of time to do as he pleased. It's a great life—nothing to do 'till tomorrow and tomorrow there's nothing to do.

Alvah Bridgham most efficiently looked after the affairs of the Printing Department during Frank's absence.

Bob Morse turned in his new Chevrolet and acquired a sporty-looking Essex coach. We expect to report next month his purchase of a Pierce-Arrow. He sold his old Ford to Ottie Johnson, which may or may not be interpreted as an act of friendship.

Maurice P. Dunton, of the Fibre Case Department, wore an expansive smile the other morning when he announced the advent of a 7-lb. infant at his home.

We are glad to see John White back on the job after a hard tussle with a cold which at one time threatened to turn into pneumonia.

Sigrid Relander was busy acknowledging the good wishes extended to her by her friends of the Fibre Case Department when she left us the other day to be married.

Catherine Geraghty and Grace Hathaway left us a few days ago to be married. We extend to them both our very best wishes for their happiness.

Julia Dolan has joined the Printing Department folk.

Elizabeth Brady is back after a visit through the western part of the state, looking rested and happy.

The entire community was shocked to learn of the death of Mrs. Hunter, wife of Samuel Hunter, of No. 1 Box Shop. Besides her husband, Mrs. Hunter is survived by two small sons. The *Review* extends a message of sympathy.

Since early spring Leonard Crooker has had an unusually beautiful display of flowers in his garden at the corner of Union and Washington streets, which has attracted much favorable attention. Pansies, geraniums, gladiolis, dahlias and asters have succeeded each other in supplying color and loveliness.



Mr. Crooker in His Garden.

GRACE HATHAWAY SURPRISED

On Monday evening, October 1st, a surprise party and shower was held at Minnie Sline's home in honor of Grace Hathaway's coming marriage.

Grace, who just "happened" to be passing, all unwittingly accepted Minnie's invitation to come into the house to see some flowers and walked in to be greeted with much noise, a profusion of lights and the laughing faces of her friends. She was quite overcome for a little while but after a few moments she very prettily acknowledged her thanks for the beautiful gifts which were presented her.

Each of the guests contributed to the evening's entertainment and much heretofore hidden talent was disclosed. We would not be at all surprised to hear that Minnie Sline had joined the circus and Mary Scanlon seems to be in line for the "Follies" judging by her skill as a solo dancer.

The excellent refreshments proved a fitting crown for a wholly happy evening.

A SHOWER TO KITTY G.

The rainfall here has been quite light,
Though showers have fallen many a night.
The one last week, pretty as could be,
Fell on a girl named Kitty G.

It all took place on Tuesday night,
With decorations pink and white.
Mildred played the "Wedding" march
As a bride and groom stood under an arch.
Ann was the bride, Maizie the "groom,"
Who seemed quite the happiest one in the room,
With Marion bridesmaid and Annie "best man,"
The signal was given, the fun began.
Mary, the "clergyman," right on the spot
Made the two one by tying the knot.
He sure did his best like one of renown,
But why did he stand and never sit down?
Now Annie's laughter we could not quell;
What happened to her, we never can tell.
A basket was filled with presents galore,
What we couldn't get in we placed on the floor.
When the bride cut the cake, each piece a surprise,
And what it contained no one could surmise.
After eating ice cream, the dancing seemed right.
At ten it all ended. We bade Kitty good night.



THE COST ACCOUNTING DEPARTMENT.

Back Row: Frank Larrabee, Roy Springer, Ernest Coleman, Eben Johnson, James Maher, Howard Whitney.
Front Row: Marion Tolman, Hope Spiers, Harriet Anderson, Ethel Cook, Beatrice Foster.

MARSHALL GRANT MARRIED

Saturday evening, September 29th, a large number of Marshall Grant's friends here journeyed to Newton Center as guests at his marriage to Mrs. Frances E. Booth. The ceremony took place at Trinity Church with Dr. Sullivan as the officiating clergyman. Mrs. Hills, a life-long friend of the bride, was matron of honor, and Frank Whitehead was best man. Ann and Mary Bird, daughters of Mrs. F. W. Bird, were attendants. Mr. Angus and Mr. Urquhart acted as ushers. After the church service, a reception was held at Hampton Court, which was largely attended by the many friends of the bride and groom. Upon their return from an extended trip through Florida and Texas, Mr. and Mrs. Grant will make their home in East Walpole.

FLOOR COVERING

Ernest Huggard is the proud owner of a new Essex coach which he christened by a trip to New York.

Bernard Bailey is all settled in the new home which he has purchased in Islington.

The bell rang on straw hats but Frank Maguire did not hear it. He wore his in the first of October but he did not wear it home. The last heard of it, the Pull-out Crew was conducting the funeral service.

We have the refining influence of woman now at FF Office as Miss Catherine Costello of Norwood has taken over the stenographer's work formerly done by Albert Peterson who resigned to teach physics and chemistry in the Manchester, N. H., High School.

FFF has, we believe, broken another record. Not in production this time but in applications for membership in the Neponset Credit Union. Foreman John Selden brought in ten on Friday morning, September 28th, each one carrying a savings clause of from one to seven dollars per week. Why should not every good foreman set a goal of every man in his department a Credit Union member? Mr. Selden believes: (1) In the value of the saving habit. (2) In the soundness of the Credit Union idea. (3) In using real salesmanship methods in getting the idea across to his men.

Lyman VanderPyl is now in charge at Undercoat. Bert Seekins is Foreman at Paint Mixing, while Jesse Ghen is attending to his business of boiling oil at FFQ.

We enjoy Ed. Conlin's smiling face in the office these days.

One of our foremen, wishing to make out an insurance card for one of his men, was trying to find the date of his birth and the following conversation ensued—Foreman: "When were you born?" John: "Me? Oh, I don't know. In the springtime." On learning that the man boasted thirty-six years, our ingenious foreman presented him with a birthday in April of the requisite year and the filling in of the insurance card proceeded without further hitch.

Albert Erickson, for several years watchman at the Main Mill, has transferred to the Finishing Department.



PAINT MIXING GANG AT FLOOR COVERING.

L. to r: John Eppich, Felix Glebus, Antoine Antonelli, Berton Seekins, Wm. Thompson, Wm. Boyd, George Staples, James Wall.

Good gardeners are always more or less fond of their crops, dependent upon their enthusiasm. When Aldo Maini gave me a peach one day with the remark that it was from his own garden, I enjoyed eating it the more for his having let me into the secret of his enjoyment both of growing it and of giving it to me.

Vegetables are good in their place, but the supremest fun the gardener has is in eating the rare-ripe plums, the juicy peaches and pears, or the spicy apples borne on trees that he has set with his own hands and watched develop.

Now is the time to begin to plan next year's garden. If you own a few feet of land, stick in a few fruit trees. They will pay you in more ways than one.

The *Review* is our paper. Without doubt, those who put the most into it get the most out of it.

Hereafter the FF column will carry department heads FF, FFN, FFF, etc., till we start a little healthy rivalry to see which department can dig up the most interesting and entertaining news.

It's up to every reader and every foreman to cooperate in making the floor covering notes the top-notch column. Let's go to it!

BUILDING & ROOFING

The yard looks unusually busy since work has been started on the addition to the new boiler room.

We were sorry to say "good-bye" to Olsson, who has been a clerk in the office for the past year. He has decided to return to his home for a short while.

Henry Morgan has taken over Olsson's duties in addition to his own and we are all wishing him every success in his new work.

Bassett devoted part of his vacation to teaching the natives of Nova Scotia the great American game. It is said that they had beginners' luck and cleaned Clyde out.

Chas. Seavey sports a new 1924 Ford, first on the lot.

New roads in Westwood. Granville will have to watch his speedometer with one eye and the traffic cop with the other.

Paul Krucas is building a three-car garage at his home on St. James avenue, Norwood.

Now that vacations are over and everyone is back on the job there is lot of discussion of "pep" in the office, pro and con.

None of us were sorry to see the old paint house torn down. It makes a big improvement in the yard.

The little birds tell us that Stanley Alukonis has the automobile fever. What will it be Stanley?

On September 10th, Mrs. M. F. Sheehan, wife of Michael F. Sheehan, died at her home in Norwood after a short illness. Besides her husband she is survived by three sons—Joseph, of the Engineering Dept., Francis, until recently of the Building & Roofing office, and Leo. We extend our sincere sympathy to the bereaved family.

MAIN OFFICE

There have been several changes and promotions in the Accounting Department this past month. Fred Center has deserted the Manufacturing Ledger to help Mr. Beaulieu on General Books. Miss Roche, who is responsible for the Comptometer Department, has added the Billing Department to her cares.

So that she might have something in her new home to remind her of her old associates, the girls of the Accounting Department presented Miss Sword with a silver bread tray and half a dozen butter spreaders. She was, of course, overcome but did manage to express her thanks gracefully.

Mr. Anderson and Mr. Tarr have been presenting a cookbook, suitably inscribed and autographed, to each of the girls in their department who leave to get married. We do not know the why of their choice. Can it be memories of the first six months of biscuits *not* like mother used to make?

May Harrison has been appointed chauffeur for the new bookkeeping machine and is having a fine time mastering its intricacies.

Alice Darville, Louise Smith and Hilma Regan, formerly of the Stenographic Department, left us early in the month to attend school in Boston: Miss Darville to go to Boston University, Miss Regan to the New School of Design, and Miss Smith to the Hickox Shorthand School.

We have several new comers this month whom we are glad to welcome: Katherine L. Percy, Irene Costello and Margaret Collins, all of the Stenographic Department.

Most of the vacations are over and we have settled down to work. Miss Gardner is among those to take a belated holiday. She is enjoying the Indian summer at the Weirs.

A miscellaneous shower was tendered Miss Delia Hennessey recently, in honor of her approaching marriage to Mr. Gerard Hawkins.

Miss Hennessey returned to the office at the close of her noon hour and found a large box before her desk, filled with gifts from her associates. We don't like to question Delia's culinary ability, but we noticed that two cookbooks held prominent places among the gifts. When we think the pages have become sufficiently "dog-eared" from continual use, we are all going to call around some night, about supper time, and see if Delia can produce 'em "like mother used to make."





**MRS. HOLMES HERE
25 YEARS**

In recognition of the completion of twenty-five years of loyal service for Bird & Son, inc., on Tuesday, September 25th, Mr. Merrill in behalf of the Credit Department presented Mrs. Florence E. Holmes, our Cashier, with a silver and platinum bar pin set with sapphires. She also received twenty-five roses—one for each year of service. Her happy disposition and cheery smile have won her the friendship of all her associates who join with us in extending their good wishes and congratulations.

—J. F. R.

**FUNERAL SERVICE AT SEA
In Memory of Warren G. Harding**

With flag at half mast the S. S. Gov. Dingley hove to off the coast of Maine at 5 p. m., August 12th, 1923.



The passengers gathered on the hurricane deck aft. Prayers were read. Hymns were sung. A brief eulogy was offered by one of the officers and at 5.03 p. m. the ship and the world moved on.

Geo. R. Porter.

Hold yourself responsible for a higher standard than anybody else expects of you. Never excuse yourself. Never pity yourself. Be a hard master to yourself—and be lenient to everybody else.

—Beecher.

CARDS OF THANKS

We wish to thank all our friends who so kindly rendered assistance and sympathy to us in our recent bereavement. We also wish to express our sincere appreciation for the many beautiful floral offerings.

Michael F. Sheehan,
Joseph A. Sheehan.

Samuel Hunter and Family acknowledge with grateful appreciation your kind expression of sympathy.

My mother and sister join me in expressing thanks for the beautiful flowers sent at the time of my father's death.

R. O. Fisher.

FLOOR COVERING SALES DIVISION

Results for August

The Fall season started out with a bang. August not only showed the biggest per cent of gain over the corresponding month in 1922 of any month so far this year, but it was actually the biggest month the Western Division has ever had.

Mr. Miller headed the salesmen for total shipments, Mr. Peterson was second, Mr. Mehlman third, Mr. Mettam fourth, Mr. O'Connell fifth and Mr. Ellis sixth.

Every man beat the sales in his territory for August, 1922. The men who made the biggest gains were:

Messrs. Miller, Peterson, Mettam, Mehlman, Jones and O'Connell.

Every man should have better sales in September and October. Buyers are optimistic. We are gaining on our competitors every day. BIRD'S Neponset is constantly getting more favorable attention.

R. W. Westcott,
Western Sales Manager.

Mr. Murphy Heads Eastern Division

Sales for August were not only ahead of last year's sales for the same month but were also ahead of the budget which we had set up for ourselves.

Mr. Murphy led the Eastern Division for August.

The sales of the following men exceeded sales in corresponding territories in August, 1922:

Messrs. Cocke, Covert, Cunningham, Feeley, Hayden, Hunt, Hutchinson, Kelley, Lane, Maraist, Murphy, Prouty, Weber and Wrenn, and all but three of the above men exceeded their quota for August, 1923.

Keep rugs everlastingly in mind. We must lay definite foundations for selling the production from the new rug machine.

W. B. Rogers, Jr.,
Eastern Sales Manager.

**A VACATIONIST VISITS OUR NORFOLK, VA.
FRIENDS**

Norfolk, Va., September 5th, 1923.

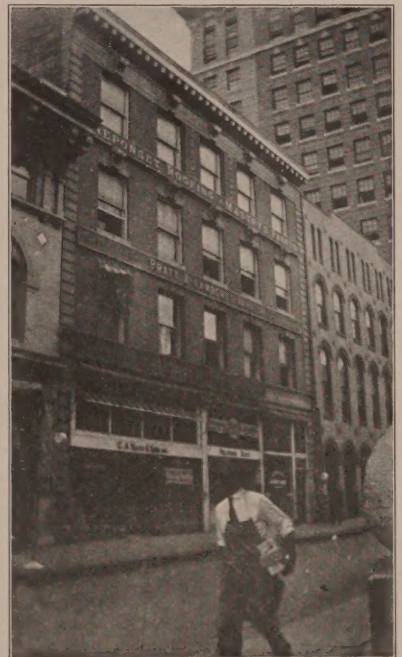
Editor Neponset Review,

Dear Sir:

When I left the post office by the Atlantic Street exit I looked across the street at the finest and best equipped hardware store in Virginia. The gold sign near the top of the building which reads "NEPONSET ROOFINGS" was enough to prove the intelligence and business acumen of the firm of C. A. Nash & Son, Inc. Their motto is evidently something like this, "Who handles the best goods Gets the best business."

The courtesy and kindness of the Manager, Mr. Frank Nash enabled me to secure this photograph.

Geo. R. Porter.



"WINDICITITES"

Chicago

Built-up Roofing Sales continue to keep moving. Joe Miller, our Milwaukee salesman, just landed a 250 square job for the Cudahy Packing Co. and one of 300 squares from the Plankinton Packing Co. A. D. Stephens, our salesman around Madison, Wis., has sold 115 squares for use on the new High School at Janesville. Harry Prinzler has just sent in an additional order of 800 squares for the Remy Electric in Anderson, Ind.

Vacation days are about over or will be when Louie Droege returns from his motor trip to California. Louis Freeman is in the East with his family and is due back shortly. Miss Dunn, of our Filing Department, is away on a six weeks' trip to California.

B. J. Overholt took in the National Golf Tournament held at Flossmore one day this week.

Arch Downey is now able to get around so he can play 18 holes of golf after a three months' lay-off with a bad ankle.



W. F. Heine who sells Neponset Roofings in Northern Illinois, displaying a 10½ lb. fish which he caught in Fox Lake, Illinois.

Bob Thurston has about completed a number of roof decks covered with our own and with competitors' products—roll roofings and shingles. These are to be watched

and the "weathering" of each noted each year.

Five minutes more, and L. L. Williams, our Michigan salesman, would have landed that trout and, as a result, would have paid a fine. Let him tell you about it—but it is a crime when you need a different license for each kind of fish you desire to catch. That's another story, however, of how they catch suckers.

Mr. Hird will preside over the next meeting of the Prepared Roofing Association in Washington, D. C. on the 26th of September. Together with representatives of several large lumber and jobbing associations they will be addressed by Secretary Hoover on the reduction of products in their respective lines. At the last meeting held there last June it was decided to reduce the line of smooth surfaced roofings throughout the roofing industry and this has been already done by many roofing manufacturers.

The curbstones are in place and the sewers are fast being set, after which we shall ride into the mill on a nice smooth pavement from now on. It will be a relief after the home-made road we have heretofore used.

The men in the boiler and still room continue to collect their weekly bonus for "non-smoke" weeks. In other words, for every week that through careful firing no report is sent us by neighbors or by the Board of Health as to our stack smoking, we pay the crew a money bonus.

Someone remarked—"Business is not made by staying awake at night but by keeping awake in the daytime."

Al Bohenberger and his shipping crews broke the mill

record for weekly shipments for the week ending September 1st.

Shorty George and his No. 2 crew came within three squares of his former record on Neponset Twins this week.



THE FOREMEN WHO PUSH THE PRODUCTION ON THE ROOFING MACHINE AT CHICAGO

L. to r. Elmer Jansen, No. 1; Clarence George, No. 2; John Match, General

PHILLIPSDALE NOTES

Old Dobbin, who has roamed around our mill yard for many years pulling loads of all kinds to which they might attach him, has severed his connections with the Mill Yard life and has gone out for a farm life. He was a good old horse and, with the proper care, will make a good farmer. With the auto truck, the Fordson tractor, and the electric engine in our yard we have no more use for old Dobbin. In other words, we are up-to-date.

Miss McKenna has returned from her vacation looking very well. She spent part of her vacation at St. Katherine, Canada, with her cousin, the Rev. Father Smith. She returned home by the way of Erie, Pa., where she stayed a few days.

At this writing our Superintendent, Mr. Henderson, is on his vacation. We believe he is at Atlantic City. It must have been a pretty sight a few weeks ago when all the misses were there from the different states. Wouldn't you have liked to have seen Miss America, Mr. Henderson?

George Hawley and Henry Holter, with their wives, had a very pleasant auto trip up through Canada, returning by way of the Mohawk Trail. They were gone for two weeks and drove a distance of 1220 miles without a mishap—not even stopping to renew the air in the tires and with only one rainy day. Can you beat that for a pleasant trip? It's all in going, and knowing when to go, George says.

A diamond ring was found in the Sorting Room on September 8th. It was a real diamond. We'll bet that it wasn't lost by one of the girls in DPG or the Office either. Our girls are here to stay. Won't it be nice to draw on the old age Pension Fund?

We were all sorry to hear of the death of Mrs. Goulding, the wife of John Goulding, one of our inspectors. We extend our heartfelt sympathy to you, John.

This is the time of the year to go skunk hunting but some hunters get very much worked up in this adventure—at least when they get near the animal. Two of our men (we will not mention any names) were disturbed the other evening when they saw what they thought was a skunk on the lawn outside of the office. Being brave men, they tackled the apparent skunk with a broom and hatchet and gave it a severe beating. When the battle was over without the loss of blood our brave men picked up an old black muf. Then Bill looked at John, and John looked at Bill and they returned to their duties. Never again will they kill a skunk.

Speaking of skunk hunting, ask Mike Kurda of DPB what he knows about skunks. The other night Mike

saw a skunk out in the yard, and, not knowing what it was, gave chase. By some quick footwork he stepped on it—but, he never picked it up. He dumped all of his clothes in a beater and then asked, "What kind of a kitty was that?"

Favorite pastimes:

Pat Reynolds	Trying to drive without having an accident.
Angelo Tirochi	Talking.
James Casey	Eating.
Our Chemist	Threading for quahaugs.
Our Asst. Supt.	Tuning up the radio.
Henry Phelps	Juggling ice cream and soda.
Bill Callen	Beating up skunks.
Tony Moniz	Telling what he knows about prize fighters.
Frank Reed	As band master, "some music."
Geo. Inman	Talking with his hands.
Mr. Pettengill	Touring in his "was an auto once."

BIDE DUDLEY'S RHYMES

The Man Who Predicted It

The man who says "I told you so" is always on the job the morning after things occur. His name is legion—mob. You can't avoid this gleeful clump. No matter where you go you'll find him waiting for a chance to say, "I told you so." He didn't tell you so at all, in one case out of two, but still he'll make you think he did and, though you're feeling blue, 'twill fill his soul with keen delight to give your back a blow and, with that fiendish grin of his, remark: "I told you so." His sally always gets my goat and has me feeling mean. Some day I think I'll take a club and soak him on the bean. I tell you this, friend reader, so that when you hear my foe has got his just deserts why you can say: "I told you so." —From DP.

NO HERO

Officer (to sailor who has rescued him from drowning): "Thank you, Smith. Tomorrow I will thank you before all the crew at divisions."

Sailor: "Don't do that, sir; they'll arf kill me."

VETERANS' ROLL OF HONOR

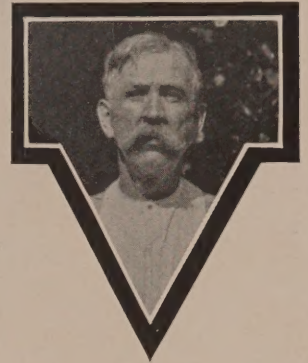
We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during the month of October, together with the names of our veterans who have completed over twenty years of service.

J. H. Maguire	Paper Mill	10/12/82	41 yrs.
John Cullinane	Paper Mill	10/26/89	34 yrs.
D. Henderson	Phillipsdale	10/11/93	30 yrs.
John Dower	Maintenance	10/1/95	28 yrs.
C. T. Derry	Bldg. & Rfg.	10/12/97	26 yrs.
H. L. Engley	Drafting Room	10/9/01	22 yrs.
Archie Valley	Phillipsdale	10/15/08	15 yrs.
Ethel Clark	Stenographic	10/6/13	10 yrs.
Mary B. Foley	Floor Cvg. Sales	10/14/13	10 yrs.

WHO'S WHO!

William P. Landy, one of the youngsters, celebrated his forty fifth birthday with Bird & Son on September 9.

Bill made paper at the Main Mill for many years, working on No. 5 when it was first installed. Later he went to Phillipsdale for a year when the machine was started there, and for the last ten years he has worked at the Finishing Mill.



John White	Floor Covering	10/15/13	10 yrs.
Michael Curran	Maintenance	10/19/13	10 yrs.
Ludwig Anderson	Maintenance	10/30/13	10 yrs.
F. M. Duncan	Billing	10/1/18	5 yrs.
Catherine M. Brady	Box Shop	10/7/18	5 yrs.
James Duda	Paper Mill	10/14/18	5 yrs.
Joe Wagonis	Boiler Room	10/17/18	5 yrs.
Louis Verrochi	Paper Mill	10/21/18	5 yrs.
H. E. Rouillard	Floor Covering	10/21/18	5 yrs.
Thos. Hopkins	Bldg. & Rfg.	10/29/18	5 yrs.

A BUNCH OF HUSTLERS



Salesmen of the Mountain State Roofing Company, Denver, Colorado, Ready to Start Out

One of the livest roofing organizations in the western territory is the Mountain States Roofing Company of Denver, Colorado. Organized in September, 1922, they are now stepping along at the rate of practically two cars per month.

Mr. Shamberger, head of the organization, has put in some good hard work in getting things started and his

efforts have been rewarded by a rapid increase in volume until at the present time they have six salesmen and work three roofing crews steadily. Art-Craft is the big item with them, not over one job a week being Shingles or Plain Slate.

It is one more case of a quality product handled in a quality manner, meaning success. E. R. Clark.



THE 1923 BASEBALL TEAM WITH THE CHAMPIONSHIP TROPHY

Back row, l. to r.: Fred Kinsman, Official Scorer; Clarence Mattson, John Burke, Richard Murphy, David Bowles, Wm. Geary, Elmer Noddin, Fred Duncan, Director. Second row, l. to r.: Albert Smith, Wallace Duncan, Wm. Murphy, Fred O. Duncan, John Hayes. Front Row: Jeremiah Coughlin, Carl Salley. Inserts: Harold Higgins, Edward Murphy.

ANNUAL MEETING OF BIRD CLUB

The fourth annual meeting of the Bird Club was held at the Club House on Friday evening, September 28th, at 8.00 p. m. The meeting was called to order by the President, S. W. Smith.

The Secretary read the minutes of the third annual meeting and the minutes of the September 12th Council meeting, both of which were approved as read.

There was no report from the Treasurer other than that covered in the Council meeting of September 12th which showed that the Club's finances were in a very satisfactory condition—in fact, the best in the history of the Club. Since May 1, 1923, when the new plan went into effect, there has been a gain of \$580.00. The cash on hand is \$950.00; \$337.00 receivable and no unpaid bills.

The Executive Committee reported everything in good condition.

The Membership Committee reported that the present membership was 271, there being about 20 new members added during the fiscal year.

The House Committee had no further report other than that of the previous Council meeting,

wherein it was stated that the outside repairs to the Club had all been made and that it was in good condition, although the road did need smoothing again. There were several inside repairs needed such as ceilings whitewashed, wood-work painted, and wall paper renewed in several rooms.

The House Committee also reported that the new financial plan was working out very well and that the Club was on a more substantial footing than it ever had been and that they believed that the coming year would be the most prosperous year that the Club has ever had.

The election of officers was then taken up. The following were elected to serve as directors for three years:

Eli Chamberlain, P. R. Allen, Ralph M. Wight, P. H. Bailey and J. J. White.

B. D. Rogers was re-elected secretary and H. G. Johnson was re-elected treasurer for the coming year.

Under new business, A. W. Smith brought out the fact that there were several men in the plants and offices who desired to have a gymnasium class, and, in order to use the auditorium for the



HERE AND THERE WITH OUR VACATIONISTS

1 Twin Mountains, Pike, N. H. (W. E. Harper.) 2 Mt. Washington (Helen Costello.) 3 Lake Massassecum, Bradford, N. H. (R. L. Tupper.) 4 Lunch at the Top of Mt. Washington (M. R. Leavitt.) 5 Freak Tree Growing Out of Rock, Vermont (H. L. Schaier.) 6 The Call of the Wild (R. L. Tupper.) 7 The Oven, Boothby, Me. (F. R. Larrabee.) 8 Richard Harper, May Harrison and Mr. and Mrs. Harrison at Niagara Falls 9 Maid of the Mist, Niagara Falls (W. E. Harper.) 10 Echo Lake, No. Conway, N. H. (H. H. Miller.) 11 Interior of Notre Dame Cathedral, Montreal (H. L. Schaier.)



VOL. XI.

NO. XI.

NEPONSET GIANT-TWINS ADD TO BEAUTY OF THESE ROOFS



RESIDENCE OF GEORGE COBB, HARVARD, MASS.

We all are particularly interested in this house and barn belonging to George F. Cobb, President of the Curtis & Pope Lumber Company of Boston, aside from its attractiveness, for both buildings are covered with Neponset Giant Twin Shingles.

It took $68\frac{1}{4}$ squares to do the job.

The house is situated on the highest point of land between Boston and Mt. Wachusett and commands a wide view of many miles of surrounding country.

THE RED CROSS—EMBLEM OF HOPE

From a solace to the fighting forces in time of war the American Red Cross has become, in peace, an emblem of hope, not only wherever there is suffering and distress, but to those who would gain health and happiness as well.

The Red Cross today emphasizes its health program, although it continues its work for disabled war veterans, 26,000 of whom are still in government hospitals of the country; it keeps up Disaster Relief, having spent last year in the United States \$1,441,486 in this way. But on health, accident prevention and life-saving is especial emphasis laid. Through a peace program, which includes Enrollment of Nurses, Public Health Nursing, Home Hygiene and Care of the Sick, and First Aid and Life-Saving, the plan designed to help bring about a safer and healthier America is carried out.

Of paramount importance in this program is the seal of approval which has been given the Red Cross by eminent American physicians, surgeons and health experts. These experts, who form the Red Cross Health Advisory Committee, have suggested a plan whereby the American Red Cross may help to raise the health standards of the nation.

Expansion of the Red Cross to include in its permanent membership from ten to twenty per cent of the population is recommended by the committee, which includes such prominent men Dr. Thomas S. Cullen of Johns Hopkins, U. S. Surgeon Hugh S. Cummings, Dr. Franklin H. Martin of Chicago, Dr. Fred B. Lund of Boston, and Professor C. E. A. Winslow of Yale.

In addition to urging a stronger program of health education, the committee expressed strong approval of the following existing Red Cross services:

1. The organization of classes in Home Hygiene and Care of the Sick.
2. Organization of classes in Nutrition.
3. Organization of classes in First Aid and Life-Saving.
4. The health phases of the Junior Red Cross program, such as (a) the development of personal health habits; (b) participation in a school health program; (c) participation in community health programs.
5. The enrollment of properly qualified nurses under the Nursing Service.
6. The organized development of Public Health Nursing in rural and semi-rural districts.
7. Assistance in the development and standardization of public health nurses through loans, scholarships, etc.
8. The development of machinery for the coordination at one central point of the work of various local health agencies.
9. Cooperation on a national scale with such organizations as the National Health Council.

WALPOLE CHAPTER OF THE AMERICAN RED CROSS

Walpole is a Chapter and no longer a branch of the New England Division. It has a total of 500 members, a good number in proportion to the size of the town and in relation to the membership of other Chapters.

At the time of the recent call for funds for Japanese Relief Work, Walpole was given a quota of \$500 and up to October 23rd, the town had been credited with collections of \$1549.75, thus tripling the quota.

The Red Cross is the organization best equipped in this country to deal with any great sudden relief emergencies. The United States Government officially designated the Red Cross as the channel for the collection and distribution of relief funds for Japan.

The best way to keep it alive is by large membership for the large work it has to do, particularly at great disasters.

NO ACCIDENT AND FIRE PREVENTION WEEK A SUCCESS

With every man and woman showing the good old Bird & Son spirit we went through the week of October 7th to 13th without a single lost time accident or any kind of a fire.

Previous and during the week our local safety committees held meetings and are responsible for much of the success of accident prevention. The fire brigades at all plants took special account of the week and through talks and notices all members were asked to be especially alert during that period. The following memorandum, which was sent out by Frank Fisher, our fire inspector, to the members of the brigade, was especially good and we are printing it so that everyone may profit from the suggestions and do their share in preventing fires at all times.

Ninety per cent of fires are preventable. A fire caused by carelessness is a crime. Do you want to be a criminal? No! Then let us get together and do something.

Cleanliness and order are the greatest things I know of. Our mills are in good condition, but they can be made better.

How can they be made better? Here are a few ways:

1. Stop everyone smoking in the yard.
 2. Pick up all oily waste and rags.
 3. Do not dry clothing on steam pipes.
 4. Report all defective electric wires.
 5. Do not use paper lamp shades.
 6. Do not use fire appliances for anything other than fire.
 7. Clean out your lockers and ask others to do the same.
 8. Dig out the corners near where you work.
- Do something!

As you have doubtless seen by the posters, this same week is also No Accident Week. We naturally look to the members of our Fire Brigades to do all in their power to make this week as free from accidents as we expect them to make it free from fires.

F. W. Fisher,
Fire Inspector,
Bird & Son, inc.

SEPTEMBER ACCIDENT RECORD

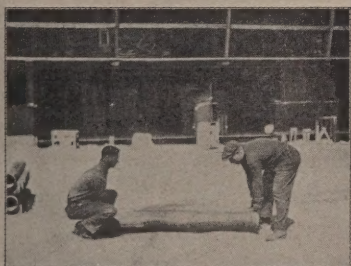
No Accidents in Box Shops During September
Only Division with Perfect Record for the Month
October 7 to 13

Since the September accident record was posted we have learned that there was a lost time accident in FX1. The accident, however, did not occur until the 29th of September and no time was lost until the third of October, which was after the notices had been put up. This does not make any difference in the September standing as posted on the bulletin boards, but does spoil the Box Shop's perfect record.

Dept.	Standing No. of Emp.	Accidents	Days Lost	Standing
FX1 and 2	205	1	0	.987
EM and ER	159	1	8	.956
FB	268	2	15	.950
FF	215	2	13	.942
DM, DF and DV	270	3	29	.912

In September there were eight lost time accidents which is a considerably better record than August and equal to that of July. However, there were two rather serious accidents that will cause much lost time. Eric Johnson, in some unknown way, tripped and fell, and although he only had a slight fall, he struck in such a way that it caused a fracture to his hip. Mr. Maguire, in DMC, was standing in No. 3 Sorting Room while the men were unloading bales from the platform when one hit another bale near where Mr. Maguire was standing, causing it to fall over on his leg and fracturing several bones in his right foot.

DON'T STRAIN YOUR BACK!



Avoid the pain and expense of a wrenched back! When you lift heavy objects squat down. Make your strong legs lift the load.

Save Your Back! Avoid Injury!

General
Safety Bulletin Number 435
THE TRAVELERS—HARTFORD, CONNECTICUT

Cut loaned through courtesy of Sayles News

We also had three more strained backs this month. Michael Nee, DMH, strained his back while unloading paper stock from a car; Wm. Churchill, FBM, strained his while lifting scales, and A. Marocco, FF, hurt his back while helping to move the Block Room.

The other accident at FB was caused by John Conley misjudging his footing and falling down stairs at FBN.

At FFF Romolo Conti caught his arm in a rug winder which caused a strain and necessitated three days' lost time.

EM Department went without an accident for over three months, but on the twenty-first Wm. Donohue, a new truck driver, while taking a ladle from the truck, let it drop on his foot causing a fracture of the big toe.

The Safety Committees are using every effort to make this plant safe, and, if you have any suggestions for bettering conditions, do not hesitate to speak about them.

Safety Committee.

TWELVE RULES FOR HEALTHFUL LIVING

Do you want to be healthy?

By following these rules most everyone can become and remain healthy.

1. **Sleep**—at least 8 hours with bedroom windows open.

2. **Food**—milk, a quart a day for children; cereals; vegetables every day including leafy ones such as lettuce, spinach, beet tops to get the necessary vitamins; fruits every day; eggs; meat in moderation; sweets in moderation; 8 glasses of water a day.

3. **Posture**—Stand and sit straight, stand tall, keep head up, chin in, chest out, abdomen in, back straight, shoulders back, walk largely on balls of feet, with feet straight—not turned out.

4. **Exercise**—enough every day to sweat freely. Walk 3 miles a day if you can't do anything better. Play in the open air.

5. **Rest**—when tired. Never eat a hearty meal when tired.

6. **Bowels**—at least one good movement a day, preferably after breakfast. Many a headachy, ailing individual owes his trouble to constipation. Coarse cereals, vegetables, fruits like apples, prunes, etc., and plenty of water will usually ward off constipation. Don't use drugs.

7. **Mouth Hygiene**—Brush the teeth after meals and at bedtime. Keep the mouth clean. Salt and water is a good mouth wash.

8. **Baths**—a cold bath every day if it makes you feel good, otherwise a tepid bath; a warm cleansing bath once a week.

9. **Clothing**—suitable to the season; it should not be too heavy.

10. **Communicable Disease**—Practise good health habits; avoid the careless spitter and sneezer, the common drinking cup or towel; eat and drink only clean foods. Keep your fingers away from your mouth.

11. **Habits**—Cultivate those which strengthen the body and mind and avoid all others. Childhood is the real time to learn health habits.

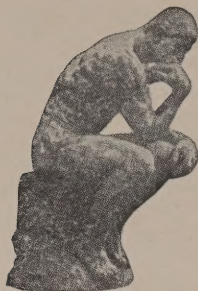
12. **Mental Hygiene**—in many ways most important of all. Refuse to worry and hurry. Be calm. Control your emotions lest your emotions control you.

BE CHEERFUL

BE FRIENDLY

BE INDEPENDENT

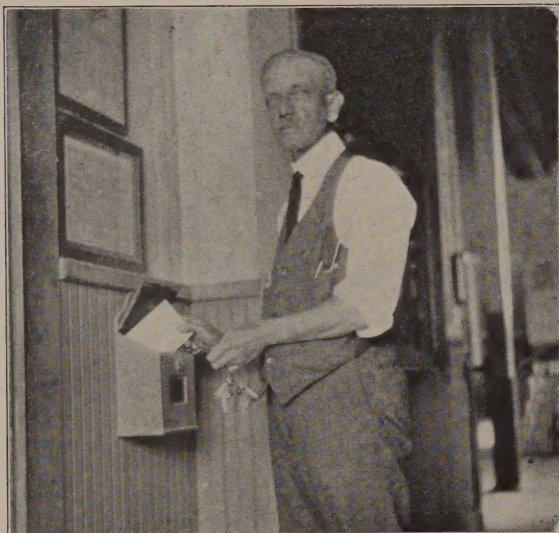
Follow Emerson's advice and work with your own hands, stand on your own feet, and think your own thoughts. Thus you will acquire poise, the truest sign of a real man or woman.



Suggestion Column

SUGGESTIONS

The October meeting of the Suggestion Committee was a long one, lasting from three until five o'clock Wednesday afternoon, October 3, and from ten until twelve o'clock Friday morning, October 5. Many important points regarding the routine work of the Committee were discussed and plans made for special prizes, notice of which will be sent out later.



Mr. Pratt Taking Suggestions From Box at FB.

The number of suggestions considered was 118; of these, 19 were accepted, 35 held over for further consideration at the next meeting, and 64 were rejected. The list of accepted suggestions is given below:

Accepted Suggestions

Measure for determining width of rolls.....	George A. Goulding, DPJ
Cement wall of drain at rear of No. 2 ball engine.....	Frank B. Farrar, ERE
Have cross timbers in apron section rounded on top....	John Foley, FBJ
Platform for loading cartridge in freight cars.....	John L. Geraghty, DVX2
Disposition of waste paint...	Ralph B. Kemp, FFV
Improvement on No. 1 winder	Adolph Ketty, FBP
Unloading slate cars.....	John McAleese, FBT
Bag holder.....	John McAleese, FBT
Lock device on side doors of coal cars.....	H. S. MacKenzie, EMW
Steps on saturating section platform.....	Gus Mauritz, FBP
Starting device on small pump at silicate tank.....	Con Murphy, FXC

Solid rubber base for stamping	Charles H. Seavey, FBP
Heated ball bearing idler rolls	Frank Segó, FBP
Change in paper used for aprons on rug tubes.....	John Selden, FFF
Self inking wheel for putting words on back of rugs.....	John Selden, FFF
Special guard on shaft over calender roll.....	Albert Surette, FBP
Place ductor blade on cooler or drum.....	D. Triventi, FBP
New method of splicing.....	D. Triventi, FBP
Utility value on machine shop lathe.....	John H. White, FBM
Hand wheel on idler roll.....	Ben Yankankas, FFP

At a casual glance it would seem that the number of suggestions which came up for consideration at this meeting was unusually large, but when we realize that there was no meeting held in September and this number covers a period of two months, it does not seem so large, especially since the number for the same period last year was 123. In a mill as large as ours, there should be plenty of opportunities for everyone to see some chance for improvement, and we have no doubt they do. But it is a fact that everyone is not writing them down and sending them in to the Suggestion Committee, so that all may know about them.

It is very important and well worth while that you put your "bright ideas" in writing and pass them along, not only for the benefit of the organization but for yourself, as they will serve to bring you before the attention of the management as almost nothing else can.

Sit down and write them out now. Let's make the meeting of November 7 a record one. We want 75 new suggestions for that meeting. Get busy and send in your share.

IMPROVEMENT OF EAST WALPOLE SQUARE

Surely you all have noticed the spick-and-span appearance of the New Haven Road property in East Walpole. Supt. George A. Poore of Providence should be credited with hurrying this through ahead of schedule, for when he noticed that our main office building and the residences about the East Walpole passenger station were freshly



The Walpole Station—All Dressed Up.

painted, he decided to arrange that the New Haven's property should appear in keeping with its surroundings. Add to the foregoing the improvement of Chestnut Street bordering the railroad property which the Town of Walpole macadamized and the evergreen bushes on the railroad embankment and we find a very neat layout.

M. J. H.

MR. BIRD AT THE SWITCH

The Extension of Our Norwood Floor Covering Plant Will Be Started by the Old Timers

Old Timers—take notice. The next meeting of the Old Timers' Club will be a combination affair, the details of which are not settled at this date.

The Old Timers are going to meet with the New Timers for the purpose of opening our Floor Covering Plant at Norwood. By agreement the plant is to be turned over to the Old Timers, who will officiate in due form.

Your Committee is at work on a plan which

POPULAR BIRD & SON EMPLOYEE MARRIED

A wedding of particular interest to us here was quietly celebrated October 24th when Catherine Christine Geraghty, several years employed in No. 2 Box Shop, was married to William J. Lynch of Norwood. The ceremony, which was performed at the Church of the Blessed Sacrament by Rev. Father Maguire, was followed by a reception at the home of the bride, 9 Washington street, East Walpole. After a trip to New York and Philadelphia, the couple will make their home at 1124 Washington Street, Norwood. Mr. Lynch has been employed at the Norwood Press for many years.

Mrs. Lynch's father, Edward Geraghty, is one of our efficient watchmen at the Building and Roofing plant, and is also well known to many as the chairman of the Investigating Committee of the Mutual Benefit Association.



A GROUP TAKEN ABOUT TWENTY FIVE YEARS AGO

Rear row: l. to r. Henry Young, Andrew Walker, Unknown, John Walkeiman. Front row: l. to r. August Hildebrand, Pat Connolly, John Youle, Henry Hildebrand, Frank Williams, James Hammond.

cannot be fully completed until our new printing machine has been erected, as this machine is the key to the situation. It is the intention of the Committee to have motors and shippers sealed, and these seals will be broken and the plant started by our President, Charles Sumner Bird, in the presence of the Old Timers, the New Timers and their wives or sweethearts.

Prepare for a good time. We will let you know the exact date and particulars later.

G. R. Wyman, President,
Old Timers' Club.

"If you have anything to say, say it, and with as few words as possible. That is what Abraham Lincoln did, and the world still remembers and repeats what he said."

YEA! THE COST SLAVE HAVETH IT PRETTY SOFT

And Lo! it came to pass that ye Monthly Production Report was due, and Ye Cost slave findeth the following:

That some Serf had neglected to tally all the paper he useth, and Lo! he hath made much more Finished Product than he had material for.

He findeth, also, that a certain varlet playfully transfeereth material hither and yon, and recordeth it not.

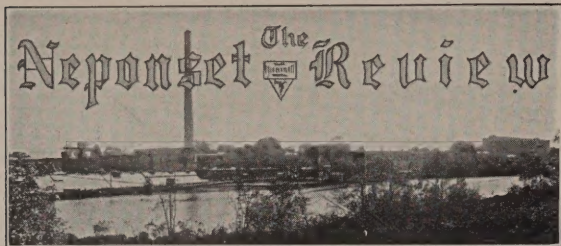
Alas! Ye Cost Slave also getteth wise that on a certain machine the production is not weighed. Here the vassal counteth the rolls and estimateth the weight thereon.

Truly, it is better to be born a Democrat than a Cost Slave.

Even so.

H. L. B.

Be not afraid of enthusiasm; you need it; you can do nothing effectively without it.



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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Thank God every morning when you get up that you have something to do which must be done, whether you like it or not. Being forced to work, and forced to do your best, will breed in you temperance, self-control, diligence, strength of will, content, and a hundred other virtues which the idle never know.

—Charles Kingsley.

THE FIRST THANKSGIVING

There is a wide gulf between the first Thanksgiving and the joyous, bounteous festival of the present time, but something of the sturdy courage and staunch faith that prompted the Puritans to rejoice and give thanks still pervades the day. Looking back it would seem they had little enough for which to be thankful. They had been lost in the woods where they met wolves that "sat on their tayles and grinned" at them; they had been half frozen in poorly built houses; they had been nearly starved or been made ill by unusual or unpalatable foods; their common house had burned down; half their company was dead. And yet, fifty-five English, with some ninety sociable Indians sat down to "partake in plenty" of a feast of thanksgiving that the harvest had been gathered and there was a little rift in the clouds. The four women of the band, who, with the help of a few young girls, prepared the food,

had less cause for rejoicing than the men, for the Indians had monstrous appetites and their own men undoubtedly could make away with a vast quantity of "turkey 'n fixin's."

Edward Winslow, writing to a friend in England in December, 1621, gives an account of the festival:

"Our harvest being gotten in, our governor sent four men on fowling that so we might after a special matter rejoice together after we had gathered the fruits of our labors. They four killed as much fowl as with a little help beside served the company about a week. At which times among other recreations we exercised our arms, many of the Indians coming amongst us, and among the rest their greatest king Massasoit with some ninety men, whom for three days we entertained and feasted, and they went out and killed five deer which they brought and bestow'd on our governor, and upon the captains and others."

THANKSGIVING

Imagine a big ship at sea in a terrible storm with its machinery disabled, its fuel fast disappearing, a full crew aboard both hungry and thirsty with food and water low, the captain sick, the officers incompetent and the compass broken.

He who could find any cause at all for thanksgiving in the midst of such a congeries of untoward conditions would indeed have a cheerful disposition and an ingrained sense of gratitude beyond that with which most of us are endowed.

But on the other hand,—here we are aboard the good ship Bird & Son, no business hurricanes are brewing, the sea is fairly smooth, the machinery is in good working condition, fuel is obtainable, the full crew aboard is well supplied, the captain is on the bridge, the officers are competent, every man is standing his watch, doing his task, working hard to keep things shipshape as they should be.

Why then have we not, every mother's son of us, good and sufficient reason this year of 1923 for Thanksgiving?

H. E. R.

ONE OUNCE OF GOLD

One ounce of gold pays wages for—
Twenty Hours Work in the United States.
Fifty Hours Work in Great Britain.
Ninety Hours Work in Japan.
One Hundred Hours Work in France.
Two Hundred Hours Work in Germany.
This means that—

Americans must maintain their past record for high output per man to guarantee prosperity which will mean jobs for all of us.

—American Educational Association.

Library



Bennett Malin
Stella Dallas
Last of the Vikings

Singmaster
Prouty
Bojer

ARMISTICE DAY, NOVEMBER 11th

During a recent dismal, drizzly lunch hour, when the men were gathered indoors, the writer overheard a number of former over-seas men relating deeds and incidents of 1917 and 1918.

Their conversation brought to mind the realization that the World War has been won five years this November 11th. It seems almost unbelievable. Armistice Day is annually taking a more important part in the minds of those men who fought in that struggle for supremacy. Armistice Day should be as earnestly and sincerely observed by our citizens as any holiday on the calendar.

Reading the history of any of the American Divisions which participated in the Soissons, St. Mihiel, or Meuse-Argonne offensives would be a wonderful stimulus to this end, for I cannot believe that the seemingly over-worked patriotic spirit of our citizens has reached such a low state that, in reading of the courage and determination, and of the terrible losses and hardships, of those armies, they cannot but properly celebrate the day that is so memorable to our veterans.

L. R. B.

GIRL SCOUTS

The fact that it is impossible to obtain fire permits has had a rather dampening effect on hikes this fall. Plans for forming a Camp Fire Circle at the Pinnacle had to be dropped on this account. Allen's Camp is the only place at which a fire can be built and a hike there is always enjoyed by those who are energetic enough to undertake it.

Half a dozen Scouts hiked there early in October and, at Mr. Allen's invitation, stopped at his house where they were treated to grapes. It is needless to say that they were enjoyed.

Holly Troop has paid its annual quota to Headquarters, and stands at the head of the Honor Roll. This quota amounted to \$24.00 and was advanced by Captain Smith until the money can be raised by the Scouts. Plans are being made for doing this in the next week or so.

A ceremony in honor of Founder's Day is being planned for October 31. To this will be invited the parents and friends of the Scouts, and Halloween sports will be enjoyed later in the evening.

GLAD WE ARE NOT IN CHINA

A recent article on industrial situations in China, containing facts regarding working conditions there, leaves us with a comfortable feeling of satisfaction toward things as they are here.

Below is given a short excerpt:

"Women and children are largely employed in the textile mills, the children going to work at 8 years or even younger and working the full day, usually 12 hours. A Government inquiry into child labor in Hongkong showed that in glass works the labor is largely that of boys who work from 6 a. m. till 11 p. m. under unsanitary conditions and exposed to fumes and high temperatures. For this work they receive only \$1 (52 cents, par, U. S. money) a month and their food. Small boys are also employed in match factories, in mines, and in many of the mills of Shanghai.

In machine industries hours of work are frequently from 14 to 17, though 12-hour shifts are being worked in larger factories. In the silk filatures of Shanghai 14½ hours is quite common and knitting mills often work from 14 to 17 hours. Hours of work of miners in small mines vary from 16 to 20, steel workers are employed from 12 to 18 hours, and in engineering work the hours are from 10 to 14. In considering hours it must not be forgotten that there is ordinarily no weekly rest day."

"Know and Act" is the precept of the Director of the University Extension Course in his recent circular letter to students. He advances that the man who has enough judgment to size up a problem sensibly, and enough courage to go ahead without faltering, has every chance to succeed; that back of every sound decision is knowledge, and when a man draws a right conclusion on the instant, you may be very sure that he has gained previously all necessary information on that point. He contends that few of us have this ability to great extent but can easily put ourselves in the way to develop it—to know our jobs from every angle, so that no reasonable question shall find us uncertain how to answer it.

Men and women in industry are inclined to overlook opportunities for improvement and advancement which are open to them after business hours, at comparatively little expenditure of time and money. In Boston there are many vocational evening schools of good standing and the State University Extension Course brings its service right into our homes through its excellent correspondence courses, as well as arrangements it can make for class instruction in your own or nearby towns. You can help yourself and others by forming classes. The requisite conditions and courses are described in the pamphlets just issued. Instruction is practically free, only a nominal charge being made for incidentals. Subjects: mathematical, mechanical, industrial, commercial, as well as general academic studies are covered.

It will pay to look into this and it is essential to act quickly as so many have registered in previous years that numbers sometimes exceed the State's capacity, and the opportunity is lost. Pamphlets and registration blanks are to be had from our library or may be obtained by writing The Division of University Extension, State House, Boston.

When it is not possible to pursue a special course under the direction of an instructor, the next best proceeding is the selection for study of books from lists prepared by competent advisors which can be supplied by almost any library. Own as many books as possible and encourage all members of the family to acquire books to add to the home library, as

"A family without a library, a mind without culture through the printed page, must limp through life handicapped for everything but the most menial occupations."

November 11 to 17 will be held as Children's Book Week when libraries, schools and bookstores throughout the country are planning exhibits of books for young people. Parents should guide them to the better books and discuss them in the family circle and try to foster a love of reading of the best authors. The display will suggest many lasting and wholesome Christmas gifts.

Some new books of interest in our library: "When There is No Peace," by the author of "The Pomp of Power," touches upon present day happenings, and "Prominent Men in the Greater European Powers," "Things Remembered," Arthur Sherburne, Hardy's recollections of his diplomatic service in European and Asiatic countries.

Dr. Holmes' "Autocrat of the Breakfast Table," brought out again for High School pupils, may be re-read with interest.

New stories:

Mysterious Office
Flowing Gold
Single Reels
The Quare Women
Dr. Nye
The Alaskan
Seven Conundrums
Salt or the Earth

Lee
Beach
Paine
Furman
Lincoln
Curwood
Oppenheim
Sidgwick

Notes from the Plants and Offices

MAIN MILL

To everyone's surprise, Johnny Ready was among the missing on the 3 to 11 tour recently. Naturally, his absence caused a good deal of uneasiness for John has never missed a day since he came to work here. He showed up eventually with a story of a late train.

Carl Schaefer and his family are happy since Mrs. Schaefer returned from an extended trip through the middle West.

Michael Burke had a most efficacious hair tonic which he presented to J. E. Maguire. Mr. Maguire is sure it is wonderful. Day by day he finds his hair growing thicker and thicker.

Not All the Potato Crops Failed This Season



Here's Jim Lasky, FX1, and Family with a Record Harvest

We heard a good deal about the difficulties of travel because of the smoke from the fire at the Canton Meadows, but we did not hear of anyone getting lost in it. Johnny Ready says he really did get lost for several hours and maybe he did. He tells a plausible yarn.

We dunno how 'tis, but George Towle tells remarkable tales of gathering three hundred eggs a day from his flock of two hundred hens. Perhaps he turns on the lights at night and fools the biddies.

Jim Geary went hunting the other day to the "old hunting grounds." No, we don't know where they are either, but Jim says he got something. Details are missing so we cannot say whether "something" was a rabbit or a pole cat.

Extra. The biggest piece of news we found around the mill this month—Jim Maguire's daughter has a tooth! He says only those who have daughters or sons can appreciate the true remarkableness of the event.

MILL OFFICE

Miss Helen Johnson had a very thrilling ending to her holiday on Columbus Day. On returning to her home, after a very pleasant ride through the country, she found the roof in flames—and she lives in the upper apartment. Although a great deal of inconvenience was experienced as a result, no serious damage was done and no personal property was lost. We do not know whether or not Miss Johnson treated the firemen to doughnuts and coffee, but we know she should, especially for the way they took care of the watches and other valuables.

Another good man gone wrong—"Gus" Hills, this time. Yes, "Gus" was married on October 15th and we all extend our very hearty congratulations.

Tommy Morris says it is not all joy and peace—living in Islington these days. Since the Big Smoke came to town, in fact, there has been considerable discomfort connected

with living in Islington. Tommy was always glad to get away to his daily work in East Walpole.

His friends in the Mill Office will be interested to learn that Howard Parker, formerly a member of our Planning Department, is now connected with the Edison Light Company at South Boston.

Just why Mr. Goodspeed should display insignia indicating membership in the Brotherhood of Greeks, we don't know, but he did.

To Miss Handy goes the record for the last swim of the year. She went in October 12th.

We surely do admire Johnny Burke's new blue jumper. Whether he chose it with an eye to business or beauty, we do not know, but it certainly fills both bills.

Our latest friend at court was "O. J." Yes, sir—would you believe it? Mr. Goodspeed was haled into court for some misdemeanor committed while on his vacation. He claims it was for parking in a restricted district and that he escaped without any penalty, but we have our doubts. At any rate, he has been living on bread and cheese ever since and you can draw your own conclusions.

MAINTENANCE

Dave Regan, Jr., of Department EMM and Miss Grace Hathaway, of Department FXP, were married this month. They enjoyed a trip to New York City and through the state to Canada.

George Robinson of Department SM has breezed in upon us with a nifty Essex coupe.

Marshall Grant and his wife have returned from their wedding trip spent in the South. While there he saw Andy Bruce who is located in Houston, Texas.

Frank Fisher has had to step this fall in order to pick all his apples. He harvested 150 bushels and they're dandy apples, too. Never knew Frank was a farmer.

WHO'S WHO?

Introducing Bill Patterson and William Hanna Patterson, who is his mother's pride and the apple of his father's eye. And do you wonder?



Interested visitors at the plant this month were Mr. and Mrs. Scott of San Antonio, Texas. They were guests of Mr. and Mrs. C. W. Conrad.

A while ago the drouth had us worried, but as we write this issue the water is flowing over the dam in great quantities.

Members of the Mill Office wish to extend their thanks to Bob Morse who so kindly sent a box of kisses when he was in Old Orchard. It took the detective agency a long time to find out who sent them—but we wish to thank you, Bob.

Al Jerden has put one of our oldest Autocars in first class shape. It is now being painted. The truck is good for much more service around our mills.

The Drafting Department welcomed to its midst last month Mr. S. G. Wallace from Jamaica Plain, and girls, he is single.

Nel Bartlett has deserted the flivver owners by disposing of his Ford and has entered the automobile class by purchasing an Olsmobile.

After lengthy correspondence, Department EF has succeeded in getting L. L. Hills of Department PL to repeat his talk on the Nailless Asphalt Shingles, that he gave October 20. Mr. Hill thought at first of letting only Department EF in on the talk, but after continuous urging he consented to allow all Bird Club Members to listen in. The talk will be given Friday evening, November 23, at 8 p. m. For further information see EF7 of Department EF.

Dave Regan, Jr., took in the Mohawk Trail while on his honeymoon. On a card sent to "Happy" Timmins, he said he might have passed through Orange, but he didn't see it. "Happy" is the town as small as that or did love make Davy blind?

After "Happy" received the card from Davy, Nel Bartlett and "Happy" had a heated argument. Nel claims Orange is on the left-hand side of the road just before entering the Trail. "Happy" says it is on the right-hand side of the road and that he ought to know for he lived there when a little boy.

BOX SHOP NOTES

Leroy Fullerton has begun to clear away the trees and brush preparatory to starting work on his new house in Walpole. The garage is already in place and Roy hopes to have a good start on the house before snow flies.

Following orders to report at the Swift Creaser at twenty minutes to six, Richard Burke crawled out of bed in the dark, damp hours of a raw day recently, hurried down to the factory and had an hour and a half's work done by the time the rest of the folks appeared. He was doing some tall thinking about the queer hours for starting work in this part of the country, when he was informed that they had been looking for him at twenty minutes to six the previous evening.

On November 21st, Elizabeth Brady is to be married to Francis Kannalley of Walpole. We offer her our sincere good wishes.

BUILDING AND ROOFING NOTES

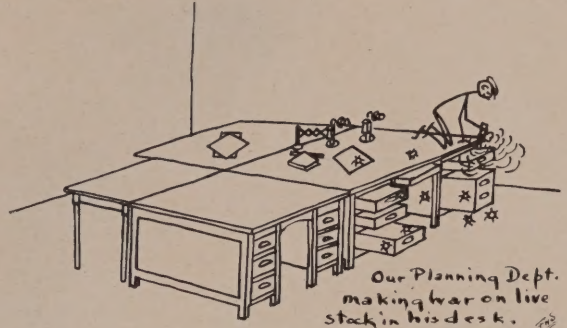
The very latest "radio nut" discovered to date is Ray Call. He has a dandy set. Says so himself. Hears all the concerts, fight returns, and funeral orations. Works fine, too. Of course, something was wrong the night he

invited Jordan down to hear it, but before and after that it was and is fine. Ray is going to get a ballyho (I meant loud speaker) so you are all invited to drop in to see him any time. Day or night, always open.

Special Invitation

(If you can get a pass)

To inspect the new FBM machine shop. Clean-up week is every day here. When you come be prepared, for a great transformation has taken place here, and I wish to thank all of the boys for their kind co-operation in cleaning up the shop and keeping it in clean shape. It is surely worth while.



We were all much interested in No-Accident and Fire Prevention Week and bent every effort to eliminate hazards. The notice given below was posted for the entire week in the machine shop and proved most effective.

From FBM To You

There has been provided for each man in this department a steel locker in which it is expected *all* clothing not in use shall be hung.

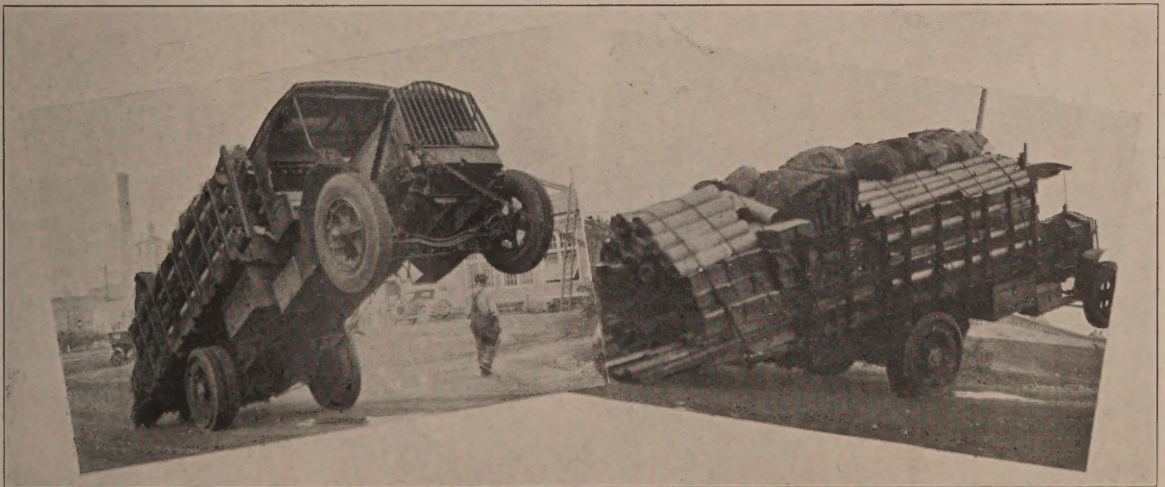
The practice of putting clothing of any sort or waste or any other inflammable material in the tool boxes must be stopped at once. *It's dangerous.*

Please understand that this is for the benefit of everyone in the plant.

FBM—H. A. D.

Three days in succession *all* machines at FB went over standard production, October 16, 17 and 18.

The open season is on at FB. We were greatly surprised when Geo. Smith appeared one morning and proudly showed us his new gun. Baker, beware.



"Whoa! Gol darn ye!" "Gee whiz!" said Gouldie. "It would never have happened if I hadn't lost my whip." These pictures are intended, with Gouldie's kind permission, to show one way we have of covering New Eng-

land with our Neponset products. While this is not the approved method, it is still a very interesting way of doing it. We wonder if this is the only time that Gouldie's load shifted. Once before, we understand.

Clyde Bassett is sporting a new car, but he will soon learn that even new cars will not run without gas.

Florence Buckley, one of our old timers, has been transferred to FBN.

Joe Dimock, who was badly burned the other day at FBM, is getting along nicely and we expect to soon see him at his regular work.

It does not seem possible, but John Sheehan, who has been with Bird & Son for 22 years, visited Boston recently for the second time he has been there in all those 22 years. It certainly was a great day for John. He visited the Public Gardens, saw the swan boats, and tried to make several purchases in the big stores. He says, however, he can do just as well in Norwood and doesn't see why anyone wants to spend his time going to Boston.

Yup! It's all finished and he is living in it. You bet it is a pretty nice place. Right up to the minute in every blessed detail. Hot and coal gas and everything. I know, for I called on them with friend wife a few evenings ago. Hope they have a regular house warming pretty soon, and I hope that I am one of the lucky ones. Of course, the place is kind of old fashioned, for they have a knocker on the door, and instead of having a stove in the parlor they have only a fireplace and burn candles. This does seem kind of foolish when coal is so cheap (?) and kerosene lamps don't cost any more than candles. Perhaps they are trying to economize. I don't know. It is a peach of a house and if you can get F. W. Smith to brag about it, you will get all the details of how he sat up night after night working on the plans and later how he kept awake days watching the builders. Congratulations on your new home, Frank, old dear.

FLOOR COVERING

Supt. Lines drives a Ford. It is a good Ford. He has driven it for fifteen months. The other day he picked up a shingle nail and had to change a tire. There is nothing remarkable about that except that it was his first tire change in the entire fifteen months. Can anybody beat that?

FF had neither fire nor accident on Fire Prevention and No Accident Week.

Frank Maguire had his tonsils out the other day. His friends sent him pop corn and crackers in lieu of flowers. He had a nice time eating them.

No. 1 table at FFF hung up a new record on Friday, October 19 of 193 rolls. The previous high spot was 189 rolls in an hour.

Ed Conlin goes down to Norwood Central to take a train on the morning of the last holiday. He waited an hour for it and then come to consciousness and discovers that it has been taken off.

Don Green of FFFN has gone to his den in the Green Mountains of Vermont for a three weeks' vacation. Pretty soft. We hope he enjoys the maple syrup and other products.

Tony Antonelli of FFC has welcomed the final member of a double quartet into his family circle. Tony says that this is quite music enough.

G. B. S. to telephone operator, "Give me the Town of Norwood." T. O. to G. B. S. very sweetly, "Do you wish the whole town?"

A most unprecedented event occurred at FFF during October. It is not very often that a man has an operation and then comes to work the very next day. But Werner Johnson took ether one night and had his hair cut. This true, that he came to work minus all his hirsute glory, but he says that since the event the world's all wrong.

Frank meets Mike and in a joking way sings out, "Hello Ike!" Mike looked nonplussed, in fact was entirely dumbfounded until the next day, when meeting Frank again he says, "Have been thinking about that name Hike" (Mike misplaces his H's like a downright Englishman, although he came from continental Europe many years ago and is now one of Norwood's substantial citizens) "I'll tell you what we'll do. You leave off the first letter of my name and call me 'Hike' and I'll leave off the first letter of your name and call you 'Hank.'"

So Hike and Hank it is now at FF.

Just a sample of the kind of questions we have to answer in a day's work.

"Is PFL the head of department FFL." To get the point one must know that PFL is the chief chemist and that FFL department comprises the three mill sweepers.

The Review extends sympathy to Mike McColgan and Mrs. McColgan in the sudden passing away of their three month's old baby.

We welcome Alex. Beanneas back to the ranks of FFV. Despite the coming coolness of the weather our daily quoit games retain their popularity.

John Corcoran has developed a haymaker's pitch that is hard to excel.

The large number of floor covering orders handled by FFV recently, for export shipment, is a fair example of the growing demand for our product in European markets. A recent customer ordered 155 rolls of one pattern for shipment to England.

OFFICE NOTES

If the person who took an umbrella, not his own, from the Main Mill men's coat room will restore said umbrella, he will at the same time restore the owner's faith in human nature.

The roads made wet and slippery by the rains and the dead leaves have made driving a nerve-racking ordeal. We are all glad that Mr. Floyd escaped without personal injury when his car skidded recently.

The tin waste baskets are without doubt the acme of efficiency but they certainly make a hair-raising clatter when someone inadvertently kicks them.

The long week-end of October 12th made possible a good many trips. A. H. Anderson, Roy Springer, Al. Smith and Howard Whitney went over the Mohawk Trail and from all accounts they had a glorious time. Al. Smith has discovered that reading the bill-of-fare out loud in a high stool lunch is equivalent to signing the menu in a hotel. Hereafter, he reads the items to himself.



THE FOLK WHO TAKE CARE OF STORES RECORDS

Back row l. to r. Herbert Schaier, James Dowling, Roy Springer, Department Head and Frank Vietz. Front row, l. to r. Dagmar Anderson, Madeline Sheedy, Florence Nichols, Mae Harrison

George Driscoll has reached the first round in his career as an industrial magnate. He is messenger at the main office.

John Clifford, who has answered the buzzer and delivered "rush" messages for the past year, has decided to become a piper and has joined Frank Sutherland's gang at the Floor Covering plant. He has discovered white lamp-black and left-handed monkey wrenches and is now in a fair way to become a full-fledged steam fitter.

Irene Costello has transferred to the Accounting Department as a typist to take over the work formerly handled by Miss Hartshorn.

Esther L. Foley has taken up Miss Sigmund's work in the Fibre Case Sales Department. Rose Silverman has succeeded Miss Foley in the Comptometer Department.

Herbert Johnson has forsaken the Triangle Building and taken up his new duties in charge of sales promotion for the Building & Roofing Department.

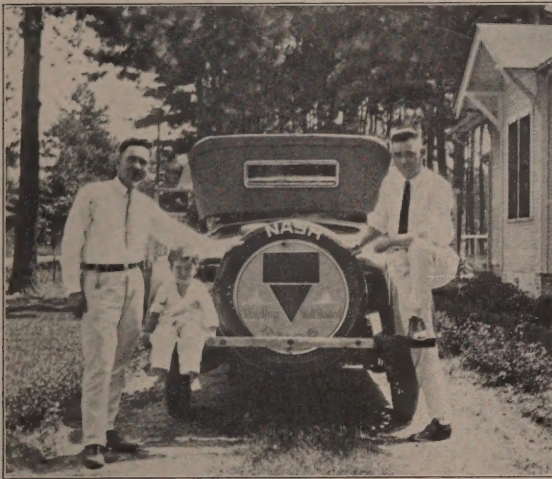
On Friday, October 19, there was born to Mr. and Mrs. Pringle, Utica, N. Y., a lovely baby girl. Mr. Pringle is our representative in Eastern New York. The *Review* offers sincere congratulations.

News has just come to us that Gov. Pinchot of Pennsylvania, who has a great desire to hang his hat in the White House, has just appointed Mr. W. A. Nicholson as one of the delegates for the State of Pennsylvania to the Anti-Saloon League Convention to be held in Birmingham, Ala., in December of this year.

We are glad to welcome Elizabeth Falvey, who is taking charge of the Files, Beatrice Lavendar, of the Stenographic Department, and Charles B. Lewis and Thomas C. Fogarty of the Floor Covering Department, all newcomers during the month.

Her many friends will be interested in hearing that Helena Dolan, who was a member of our Stenographic Department, is to be married November 28th.

From all reports, Spencer F. Martin, Jr., who made his advent in the Martin home not so long ago is thriving. His father says he thinks the boy is going to be a full back.



Our salesman in Mississippi, Mr. R. D. Peterson, with him a junior salesman, his son and a friend. You will note the Neponset Trade Mark sign Peterson has on the back of his car, in regard to which he writes as follows:

"I am sorry that the Neponset Trade Mark does not show up better. The actual sign is a wonder. I have had considerable favorable comment and incidentally wish to advise other salesmen using cars, that I secured three (3) nice Art Craft jobs in a small town that I had been passing through for the past three (3) years. Two (2) weeks after putting the sign on, while waiting for a train to clear the crossing the Postmaster of this town come up and said that he had been trying to find out where he could buy some Bird's Art Craft Roofing and that he wanted to know if I could tell him. In other words, I am convinced that the advertisement on the rear is worth considerable more than it costs. If any of the other salesmen want to make signs similar to this, same can be made by cutting a disk of 28 gauge galvanized sheet iron, punching two holes, one at the top and one at the bottom so that the holes will fit over the lug bolt."

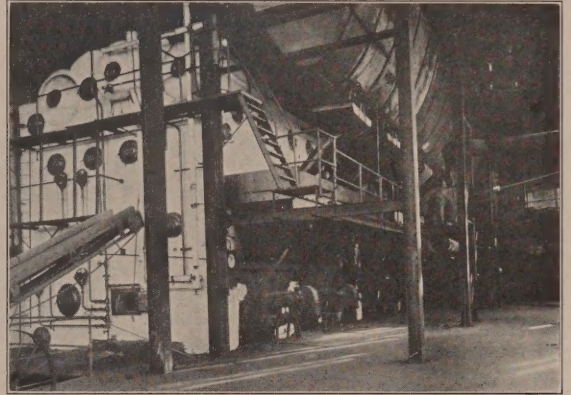
In the fall the "Old Man" curses—
Life's so full of sundry ills,
Coal and taxes, coats and shoes-es
Bills, bills, bills, bills, bills, bills, bills.

DON'T RAVE—SAVE

See your Foreman, or call at the Labor Bureau and start that little regular savings account in
THE NEPONSET CREDIT UNION.

PHILLIPSDALE NOTES

On the morning of Oct. 5th, John Hanley, our painter, had a very close call. While he was painting a pier beside the main shaft in the machine room basement, a wiping rag hanging out of his pocket got caught on the shaft. His overalls also got caught and he was pulled over the shaft, landing on the floor on the other side. His clothes were practically ruined but he picked himself up and walked off little the worse for his experience. This was a lesson for John and others should take notice. Don't get too near a revolving shaft with loose clothes on. The star of good luck must have been shining on John that day and



The Boiler Room at Phillipsdale

we guess he said an extra prayer of thanksgiving that night.

On Oct. 12th, James Blessing, our oiler, was standing on a step ladder doing some work at his home when the ladder tipped over throwing him to the ground. He sustained a very bad sprain to his left arm. At this writing he has not returned to work but we hope that he will be able to do so very soon.

During No-Accident Week, Oct. 7th to 13th, DP had a clean slate. Let us try to see how many weeks we can have a perfect record.

Why all the sudden trips down New York way, Miss Maguire? Hasn't the old town got any charms for you?

We are glad to welcome Harold Howard, new assistant to Mr. Inman in DPH and DPV, and hope his stay will be a long and pleasant one.

Chas. Smith has bought a Ford truck. Going to do a little trucking on the side, Charley, or are you going to use it to carry the eggs and poultry to market?



Where First Aid is Given at Phillipsdale

While moving a beater roll the other day, Mike Kurda of DPB got his finger caught under one of the rolls. Whether he put it there to see if the roll was moving, or to find out if it was heavy, we don't know. You will have

to ask Mike. You can bet he will be more careful in the future.

Tony Varges of DPC has taken unto himself a wife. That was a very good idea, Tony, and we wish you the best of luck.

Some speed to Adolph Adamonis riding to work in a nice new Ford touring car! You must be rasing money on the farm, Adam.

Have you seen our new office boy, John Rose? John is some boy but he should stay in the house at night.

Favorite Pastimes:

Jimmie Girard—Trying to talk the Swedish language.

Geo. Hawley—Overhauling his auto (again).

Ralph Eaton—Changing tires on a rainy night.

Fergus Christie—Looking 'em over in DPG.

James O'Holleran—Standing in front of a bank (where his money is).



OUR TRACTOR AT PHILLIPSDALE
J. Bernachuk, Driver, W. Barry, F. Wenzye

Chas. Cyronak, our beater foreman, has just bought another new home. A few years ago Charles speculated in some real estate and has just sold it at a good profit. He would do well in the real estate business.

WINDI-CITI-ITES

"A particularly good workman always seems to have a particularly good job."

John Matcha, our Boss Machine Tender, announces a new baby girl in his household.

H. P. Wilbert, of the Repair Crew, is back at work after mixing up a street car and his motor cycle.

"Doc" Thurston, our Chemist, is the proud daddy of a little girl, Doris Thurston, born October 6th.

"Instead of wanting to die with his boots on, the modern chap wants to pass out with his putter in his hand."

"Al" Bohenberger and his shipping crew had free smokes again for the last week of September when they broke the record for car shipments.

Joe Miller, our Milwaukee salesman, came down the other day with Mr. E. H. Wolfgram of the Universal Roofing Company of Milwaukee.

Miss "Tommy" Campbell of the Office Sales is flashing a diamond that looms up like the headlight on the locomotive her Dad drives on the Rock Island.

Yes, we have no holidays here as we did in Massachusetts; so the writer found out when together with a couple of others from the Plant he signed up at 5.30 a. m. on October 5th to play golf at 9.30 a. m. on October 12th, but to his surprise no holiday was declared.

"Shorty" George and his No. 2 machine crew broke the existing record for American Twin Shingles when they averaged 161.4 squares per hour. It was accomplished by nice warm felt right off the paper machine about 30 hours old and with only one break on the machine all day.

Our Night Crew Boss, Eric Gach, comes up "to the bat" with the following regarding his night crew:

1. They don't swear.

2. They always have six kettles ready promptly each morning so the machines can get away to a good start.

3. They have kept smoke and fumes from blowing about the community so as to eliminate complaints from the householders hereabouts.

4. They blew three kettles down to an 18 penetration—230° melting point in four hours each, which they feel is a record. Does Chicago lead here, or has someone else the floor?

Orders have been holding up fairly well so much so that we shall ship considerable more tonnage than the corresponding month of last year. For the first nine months of this year, as compared to the same period for last year, we are ahead by a good margin in tonnage shipped.

With the above come more and more "non-stop" and record breaking runs so that the mill is right on the heels of sales to get greater volume all the time. Beginning the middle of October, we are down to a one-machine basis.

A few weeks back a crowd from the mill, together with Jack Walton of the Sales, and Bill O'Connell of the Floor Covering Sales, journeyed to Palos Park where after a light lunch they hit the little old pill around the links for four hours. At the end of that time Bill O'Connell led the field. "B. J." Overholt held the crowd's attention arrayed in new knickers.

Several additional good sized orders for Built-Up Roofs have come in of late. Jesse Tuscher comes in with one of 701 squares for another Yellow Coach Company job. Joe Miller has one for 400 squares for the Kohler Manufacturing Company, and another for 330 squares for a Milwaukee school. W. F. Heine ordered 350 squares for the Kerber Packing Company and the University Building in Elgin, Illinois. One of 400 squares for the Daniel Boone Woolen Mills in Davenport, Iowa, has been received from Dan Higgins, while recent orders show Jesse Tuscher again out front with a 300 square order for the Stewart Warner factory here in Chicago and Harry Prinzier with another for the Warner Electric in Muncie, Indiana.

FLOOR COVERING DIVISION

Results for September, 1923

The sales for September as a whole were fairly satisfactory. Mr. Miller again ranked highest for the month, Mr. Somers second, Mr. O'Connell third, Mr. Ayers fourth and Mr. Mehlman fifth.

The sales of the following men exceeded sales in corresponding territories in September, 1922:

Messrs. Ayers, Ellis, Jones, Mehlman, Miller, Mettam, O'Connell, Somers, Tyson and Williamson.

Remember that the new factory will begin production by the first of January and that each man must be ready to sell twice as much each month of 1924 as was sold in his territory in 1923. You men as a whole have done a fine job during the last few months. See if you can do even better for the rest of 1923. Let's make 1924 the banner year. We can do it provided each one spends a little more time and a little more energy and a little more brains than ever before.

R. W. Westcott,
Western Sales Manager.

Sales for September were ahead of September, 1922 sales and also ahead of the budget for September, 1923, by approximately 14 per cent.

Mr. Murphy again led the Eastern Division.

Some of the men are consistently maintaining a high average on rugs while others are far too low. Next year we will have still more rugs to sell.

The following men exceeded their quota for September, 1923:

Mr. Cocke
Mr. Feeley
Mr. Hayden
Mr. Hutchinson

Mr. Lane
Mr. Maraist
Mr. Murphy
Mr. Wrenn
W. B. Rogers, Jr.,
Eastern Sales Manager.

NEPONSET CREDIT UNION

The Rug Finishing is the first and only department in Bird & Son to show 100% membership in both the Mutual Benefit Association and the Credit Union. The accompanying cut shows one of the methods used by the Foreman to enthruse his men to come through for thrift.

The finest feature of a campaign of this kind is the fact that something very much worth while is being put across. The fellows who are saving something each week in the Credit Union tell me, some of them, that otherwise they would save nothing.

The thrift idea works out in actual practice. There come times in every person's life when he needs money, more than may be found in his weekly pay envelope. When these times come that he *must* have money, if he doesn't have some of his own where he can lay his hands upon it he has to borrow.

When he borrows without security he has to pay a high interest rate. Not only that, he has to go through a lot



Mr. Rouillard Proudly Displays the 100 Percent. Credit Union and Mutual Benefit Sign of FFF

of red tape before he can secure the loan.

Much better is it not to stick away a little each week that you will never miss and then some murky morning when you wake up and find that you need ninety-seven dollars, you can ask for and get it "spot shot, hot off the bat and all them things"?

Four things come not back:

The spoken word

The sped arrow

Time past

The neglected opportunity.

—Saying of Omar Ibn.

ATTENTION

Neponset Credit Union Members

Ninth Annual Meeting Lunch Room, East Walpole

Wednesday, Nov. 14 — 4:45 P. M.

Come and Bring Another Member

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during the month of October, together with the names of our veterans who have completed over twenty years of service.

		Yrs.
John Hennessey	Paper Mill	Nov. 11, 1890 33
Marshall Grant	Power & Steam	Nov. 10, 1894 29
F. I. Plaisted	Brigade Room	Nov. 1, 1896 27
A. E. Souther	Fibre Case Sales	Nov. 8, 1900 23
Ernest Stather	Box Shop	Nov. 18, 1901 22



TWENTY FIVE YEARS YOUNG WITH BIRD & SON
John Hennessey, Ernest Stather and Fred Plaisted

Eric Johnson	Finishing Mill	Nov. 20, 1903 20
Lewis Waldron	Box Shop	Nov. 5, 1908 15
Walter McDonough	Paper Mill	Nov. 4, 1918 5
Louis Maida	Box Shop	Nov. 4, 1918 5
Elmer H. Jostin	Finishing Mill	Nov. 11, 1918 5
Charles Smith	Phillipsdale	Nov. 12, 1918 5
Margaret Ewing	Box Shop	Nov. 15, 1918 5

VISITORS TO THE PLANT

We had the pleasure of entertaining our friends from the Remington Arms of Bridgeport, Conn., on Tuesday, October 30. The object of the visit was a joint conference, at which the management of both companies was represented.

After a very interesting discussion, at which Mr. Bird went quite fully into the early history of the paper shot shell and his connection with it at the start over thirty years ago, an inspection of the plant took place. This included the main departments of the East Walpole mills, the Norwood Floor Covering and Rug mill and the Building & Roofing mill where a demonstration of the making of Neponset Shingles was made.

This is not the first time that this "Get Together" idea has been put into effect. We have had many visitors to our plants. But it is the first time that we have had so many men directly connected with manufacturing consulting closely with so many men connected with the manufacturing on our side. It was certainly extremely beneficial to us—and we trust will be as beneficial to our friends.

After lunch at the Bird Club, the conference adjourned. Attending the conference were Mr. W. E. Wardle, General Purchasing Agent; Mr. S. L. Willis, Research Engineer; Mr. J. A. Dickerman, Process Engineer; Mr. W. H. Cairns, Superintendent Empty Shell Department; Mr. H. V. Leckie, Equipment Engineer and Mr. J. H. Chasmar, Manufacturing Superintendent from the Remington Arms Company and Mr. Bird, Mr. Allen, Mr. Wyman, Mr. Montgomery and Mr. Connolly from Bird & Son.

Do not, for one repulse, forego the purpose
That you resolv'd to effect.

—Shakespeare.

BIRD CLUB READY FOR THE NEW YEAR

R. L. Tupper New President

At the regular meeting of the Bird Club Council held in the Brigade Room, Wednesday, October 10, Russell L. Tupper was elected President for the ensuing year; Richard G. LaFountain, Vice-President; George R. Wyman, Chairman of the Executive Committee, with P. R. Allen, H. C. Jepson, F. B. Duncan and R. M. Wight; A. H. Anderson, Chairman of the Auditing Committee with E. L. Connolly and E. H. Bartlett. The following chairmen of the standing committees were also elected:

H. W. Dixon, House Committee; A. W. Smith, Athletic Committee; E. L. Chamberlain, Membership Committee; H. E. Rouillard, Entertainment Committee.



R. L. Tupper, New President of the Bird Club,
Enjoying the Sunshine at the Shore.

The Treasurer's report, which was read and accepted, showed that the Club account showed a profit of \$153.02 for the month of September, and a profit of \$1319.14 for the five months since the new financial plan went into effect.

The Executive Committee reported that in accordance with the vote at the annual meeting work had been started on taking out the upper floor of the auditorium and repairing the roof so that gymnasium classes can be started there very soon.

At the conclusion of the meeting, a rising vote of thanks was tendered the retiring officers.

The chairmen of the committees have selected the following members to assist them in their work:

House Committee: H. W. Dixon, Chairman, J. H. Smith, C. W. Conrad, L. M. Vanderpyl, S. B. Montgomery.

Athletic Committee: A. W. Smith, Chairman, John Burke, H. L. Badger, Harry A. Dresser, J. A. Stowell, G. B. Sodergren, L. M. Vanderpyl, James E. Dine, Fred J. Kinsman, Robert Hood, William White, J. J. White, G. L. Holland, William J. Murphy, William E. Freeman, S. W. Gladding, A. W. Mellin.

Membership Committee: E. L. Chamberlain, Chairman.

Entertainment Committee: H. E. Rouillard, Chairman, Geo. Wallace, John Pennington, F. W. Smith, S. B.

Montgomery, H. A. Dresser, W. O'Donnell, K. G. Rouillard, F. J. Spang, A. A. Smith, L. E. Tarr, J. A. Stowell, J. A. Sheehan, Herbert Schaier, P. J. Rogers, E. H. Coleman, R. M. Springer, R. G. LaFountain, A. B. Center, W. A. Beaulieu, B. R. Taylor, S. W. Gladding, Charles Paine, J. E. Curran, J. F. Quinlan, J. B. Maguire, Wallace Duncan, Clyde Bassett, E. J. Conlin, Wm. Koehler, H. O. Wilson, W. J. Geary, P. J. McDonald.

BIRD CLUB EQUIPPED WITH SELF-STARTER

A meeting of the general Entertainment Committee of the Bird Club, with about twenty members present, was held at the Club House Friday evening, October 26th. An interesting program for the coming year was mapped out, and the enthusiasm shown augurs well for its success.

BIRD CLUB GYMNASIUM

For some time past there has been a demand for a gymnasium where those who wished might indulge in basket ball, hand ball or volley ball, and where regular gymnasium classes could be held during the winter season.

Some of the fellows did get together a year ago and hold basket ball practice at the Bird Club, but the ceiling was so low that passes and throws were interfered with seriously. This year the desire for a real gymnasium was so marked that, at the annual meeting of the Bird Club, it was voted that the second floor be removed. Work has already started on this, and, with wallboard sheathing to cover the rough timbers, the place will soon present a very attractive appearance. There are showers in the basement of the building and new apparatus is to be installed by the Bird Club. The Club is also to furnish heat during the winter so there is no reason why anyone should not enjoy the benefit of regular exercise throughout the winter.

At the present time, a class is being formed with George Murray, who is well-known to many of us as an unusually skillful Indian club wielder, as instructor.

To keep in trim, everyone needs regular exercise and the best exercise is the kind you enjoy doing. Throwing a basket ball, or balling a volley ball with a bunch of congenial fellows keeps your waist line to the right proportions, makes you feel years younger, and altogether adds to your zest for living.

A small fee is charged to cover the cost of the instructor. All other expenses are to be carried by the Bird Club with some help from Bird & Son, inc.

Call A. W. Smith, Labor Bureau, today and sign up.

BOWLING

The Baseball Industrial League was so successful during the past season that plans are being made to run a bowling league along the same lines.

Bird & Son, inc. has entered two teams, one from the East Walpole plant and one from the Norwood plant, and Lewis Manufacturing Company, L. F. Fales, S. Gray Company and Multi-

bestos Company have each entered one team, making a total of six teams. Each plant has agreed to give enough money so that exceptionally good prizes may be awarded to the winners.

James Dine is to manage our Main Mill team, Charles Flower will handle the Norwood Plant aggregation, James Trudo the Multibestos team, William Alden the Lewis Manufacturing, Charles Lindequist, L. F. Fales, and J. M. Gray, the S. Gray Co. team.

The managers are planning to meet Friday evening, October 26th, and at that time the schedule for the season will be made and all details for the conduct of the league settled.

Watch for the standing in the *Review*.



THE BOY SCOUTS AT CAMP.

In back, left to right—1 and 2 Unknown, 3 Gilbert Whitehead, 4 William McSwain, 5 Alec McKee, 6 Charles Sumner. In front—1 Unknown, 2 Walter Sword, 3 Kenneth Dresser, 4 Amos Humphrey, 5, 6 and 7 Unknown. (The boys whose names are not given are not members of the East Walpole Troup.)

"MOVIES"—BIRD HALL

The following pictures will be shown for the month of November:

Saturday, November 3—Alice Lake and Milton Sills in "Environment."

Wednesday, November 7—Constance Talmadge in "Polly of the Follies."

Saturday, November 10—Alice Brady in "The Leopardess."

Wednesday, November 14—Wesley Barry in "Rags to Riches."

Saturday, November 17—Constance Talmadge in "East is West."

Wednesday, November 21—Mabel Ballin in "Other Women's Clothes."

Saturday, November 24—Evelyn Greeley and Carlyle Blackwell in "Bulldog Drummond."

Wednesday, November 28—Feature announced later.

The Warren Smith property at 207 Pleasant St., East Walpole has been sold to E. Alfred Jerden.

Murray Gray has moved into the new bungalow at 6 Rock Hill St., Norwood.

We don't know who sent us the following clipping, but we're sure it was some woman in the organization. (Ed.)

A POOR OPINION OF FATHER

The daughter of a pulp manufacturer saw a cat carrying her kitten by the nape of its neck. The sight made her very angry.

"You ain't fit to be a mother," she cried scathingly; "you ain't hardly fit to be a father."

A STEP FORWARD

The following bulletin, which was recently sent to all of our roofing dealers, will be interesting to many of our employees in our roofing mill as it explains the reasons for the elimination of Granitized roofing and the lighter weight American Ready. It will also be interesting to note that Mr. Bailey brought out the fact that we never made any slate surfaced roofing below the Underwriter's Class C standard, which of course is in keeping with our high quality Neponset standard.

For a number of years past there has been a tendency to introduce unnecessary weights and kinds of roll roofing. Manufacturers have erred in thinking that an increase of products meant better service.

This multiplicity of products has been expensive to dealers and confusing to the ultimate consumer and of no advantage to anyone.

Bird & Son, inc. have always resisted this tendency to increase the number of roofings, and have constantly exerted their influence toward a reduction of the number.

We propose to take another step forward by still further simplifying our line.

This is exactly in accordance with the policy encouraged by Herbert Hoover, Secretary of the Department of Commerce, who last spring at the meeting of the Prepared Roofing Association made certain important suggestions towards reducing the number of unnecessary roofings.

At the last meeting of the Prepared Roofing Association, September 26, in Washington there was a general agreement that it was most necessary, from the dealers' standpoint as well as the manufacturers', to diminish the number of smooth surfaced roofings, and to stop making slate surfaced roll material not entitled to bear Class C Underwriters' Labels.

Bird & Son has never made slate surfaced roll roofing below the standard set by the Underwriters for Class C products.

During this discussion dealers as well as manufacturers were heard and dealers were just as anxious, in fact more anxious than anyone, to reduce the present large number of roofings.

As a matter of fact, Bird & Son, inc., had already simplified their line as made at their Chicago Plants, and due to the results were enthusiastic supporters of the policy. We now propose to immediately adopt this policy at all of our plants.

This simplification leaves our smooth surfaced line as follows:

Paroid 55
Paroid 65
American Ready 45
American Ready 55
Universal 35
Universal 45
Universal 55

Thus we eliminate Granitized Roofing both weights, and American 35.

We have never made any sub-normal slate surfaced roofing and our complete line of Asphalt Shingles, Waterproof Building Paper and Wall Board will remain "as is."

P. H. B.

BIRD CLUB ENTERTAINMENT

A Bang-up Entertainment in Bird Hall,

Followed by Dancing

FRIDAY EVENING, NOVEMBER 9

8.00 P. M

!!SAVE THE DATE!!

AMERICAN EDUCATION WEEK

November 18 to 24, 1923

Visit school during this week.

Attend Parent-Teacher's Association Meeting

Get acquainted with the schools



SEVENTH ANNUAL ROLL CALL—November 11--November 28

Last year the Walpole Chapter won a silk banner for the largest percentage of increase of any chapter in New England.

LET'S DO AS WELL THIS YEAR!



VOL. XI.

NO. XII.

BIRD'S PROSLATE FOURS CHOSEN FOR THIS BUILDING



An Attractive Photograph Showing One of the Main Buildings at the
Boston State Hospital, Mattapan, Mass.

A particularly interesting example of the application of Bird's Roofing is found at the Boston State Hospital at Mattapan. The building shown in the picture is only one of several on which Proslate Fours have been used. It took 1412

squares to cover all the hospital buildings. The institution is built on high ground with beautiful country surroundings which set off unusually well the soft green of the Proslate shingles.

ROOFING SUPERINTENDENTS HOLD INTERMILL CONFERENCE

The second conference of the superintendents of the roofing mills at Chicago, Hamilton and Norwood was held at East Walpole, November 15 and 16.

The plants were represented by W. W. Wilson and B. H. Roberts of Chicago and C. P. Cowan, Mr. O'Brien and W. A. Mutch of Hamilton, and Norwood by E. M. Lines, E. L. Chamberlain

and manufacture of roofing were taken up and recommendations to the management were drawn up. At noon luncheon, at which representatives of the Sales Department and Manufacturing Division were guests, was served at the Bird Club. The Sales Department guests included P. R. Allen, P. H. Bailey, R. C. Floyd, F. A. McDonald and E. H. Bartlett. G. R. Wyman and S. B. Montgomery represented the Manufacturing Division.

After a most delightful repast the group greatly enjoyed a brief outline of various phases of the



PARTICIPANTS IN ROOFING CONFERENCE

Back Row l. to r: D. B. Kimball, Norwood; B. H. Roberts, Chicago; Mr. O'Brien, Hamilton; W. A. Mutch, Hamilton; A. H. Chamberlain, Phillipsdale; E. M. Lines, Norwood. Front Row l. to r: W. S. Parke, Pont Rouge; C. P. Cowan, Hamilton; T. G. Henderson Phillipsdale; E. L. Chamberlain, Norwood; W. W. Wilson, Chicago

and D. B. Kimball. In connection with the building and roofing conference an auxiliary meeting of our felt mill superintendents was held at which Phillipsdale was represented by T. G. Henderson and A. H. Chamberlain, and Pont Rouge by C. P. Cowan and W. S. Parke. Mr. D. M. Chase was invited to the meetings.

The guests spent Thursday in an inspection of the roofing plant at Norwood followed by lunch at the Bird Club. The afternoon was devoted to the discussion of a questionnaire which had been prepared by each of the plants.

On Friday problems connected with the man-

ufacturing business by Mr. Allen and an informal talk on "Cooperation" by Mr. Wyman.

Friday afternoon was taken up in conferences with the sales representatives on problems that affect both the Manufacturing and Sales Departments.

During the progress of the conference on building and roofing matters, the representatives of the felt mills got together to talk over questions pertaining to that branch of the industry. Mr. Cowan and Mr. Parke spent one day early in the week at our Phillipsdale Plant and Mr. Parke spent Friday at the Main Mill as guest of S. W. Smith.

On the same day a conference, attended by G. R. Wyman, S. B. Montgomery, S. W. Smith, Carl Schaler, T. G. Henderson, C. P. Cowan and W. S. Parke was held in the mill office when the difficulties attending the making of good felt were thoroughly thrashed over.

All of those who attended the conference found the discussions most helpful and enjoyed the opportunity for getting together. The sessions were marked by a spirit of good fellowship and a sincere desire to cooperate in getting out the best roofing possible.

We were glad to welcome Mr. O'Brien on his first visit to the home plant and to renew our acquaintance with the others who had been here before. Bill Wilson and Bill Mutch were kept particularly busy greeting old friends.

The conference closed Saturday morning and as a respite from their rather strenuous mental labors the entire delegation drove over to the Stadium to see Brown beat Harvard. We have on good authority the information that Bill Wilson rooted so hard for Brown that he could not speak out loud Saturday night. The next conference is to be held at our Hamilton plant.

OCTOBER SHOWS IMPROVEMENT IN ACCIDENT RECORD

Main Mill Displays Banner

Dept.	No. Emp.	Accidents	Days Standing Lost	Standing
DM, DF, DV	264	1	11	.968
ER and EM	157	1	5	.966
FF	235	2	13	.949
FB	257	3	23	.924
FX 1 and 2	207	2	35	.887

The effort to make No-Accident Week a success is shown in the record for October, for fewer serious accidents occurred then than for several succeeding months.

It does not seem possible after all that has been said about having cuts attended to promptly that anyone would get an infection from a neglected cut or bruise, but Lewis Gordon lost twenty-five days, a whole month, because he failed to report a bruised foot. Don't neglect cuts and scratches yourself and don't let the men who work with you neglect them.

Jerry Cullinane spoiled the Maintenance record when he had the bad fortune to slip off the top of a beater and twist his knee.

The Main Mill nearly chalked up a perfect score; just one black mark and that a strained back from lifting. FX 1 also had a strained back this month. The posters show you the correct way to lift so that you can save your back. Stop at the bulletin board—read—and take heed!

Joseph Dimock at FB was badly burned when the flame flashed in his face while he was adjusting the burner on the circulating oil heater. It was just another case of taking a chance. None of us can afford to do it.

At the Floor Covering plant, William Richardson fell off a ladder and fractured his heel when the valve wheel which he was regulating came off.

The rest of the accidents were minor and meant only a few days' lost time—a sprained wrist, a wrenched knee, a fall.

There is one answer—Care—Care—and then, more Care.

There is a right way to do everything and the right way is the careful, safe way.

IF YOU ARE A GOOD WORKER, YOU WORK CAREFULLY.

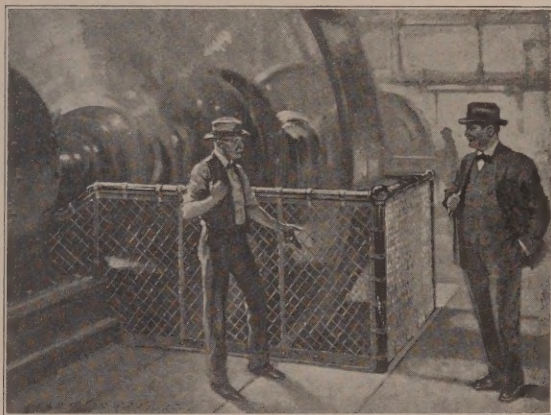
Safety Committee.

GUARDS IMPORTANT IN ACCIDENT PREVENTION

"I wouldn't be alive today if it hadn't been for that guard," said Foreman Bill to the Big Chief, as they looked at the swiftly revolving fly wheel enclosed by a stout wire cage. "I was standing right in this very spot when a circuit breaker blew out over on the board. I started for it quick, slipped on a small spot of oil and landed up against that guard. Lucky for me it was there."

One might say, "Well, Bill should have watched his step. What was that oil doing there anyway? A man can't be too careful around dangerous machinery." But the fact still remains—Bill slipped and the guard saved his life.

Next to a careful man the best safety device in the world is a good guard. We can put guards on machinery but we can't put guards on men's brains. We generally know what a machine will do but we can never accurately determine what tricks our minds will play on us to cause trouble. And that's why certain gears, belts, and other equipment in the plant generally must be covered up.



If we were as sure what we will do tomorrow as we are what the machines in the plant will do, we could throw away a large number of the safeguards now being used. There's the trouble! We don't know what moment some careless act or thought on our part will result in an accident.

Man suffered few accidents from the hand operated jack knife, saw and hatchet, but when he created machines to cut wood, iron and steel he had to protect himself from them. Many a man has taken off a guard saying, "that's the bunk," and has gone on working—and probably he has gotten away with it. But in the files of the National Safety Council are accounts of hundreds of accidents which happened because the guard was taken off, goggles thrown aside, gloves discarded, or some other safeguard ignored. On the other hand there are also on record numberless instances where accidents have been averted by means of guards.

The safeguards in our plants, in our power houses, in our streets, at our crossings are intended to save lives, limbs and misery—they have a humane purpose we cannot afford to overlook. And no person has reason to believe that he can go through life and neglect these safeguards which have been developed for his protection.

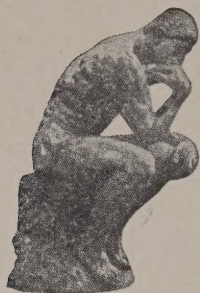
"A WORD TO THE WISE IS SUFFICIENT"

Prevent infection by having even the slightest injury treated. Even a scratch may lead to blood poisoning.

Blood poisoning always means intense suffering, sometimes the loss of a limb, or even death.

Cases of infection among people who are treated soon after an injury are very rare.

A few minutes at the Hospital may prevent weeks of suffering. Why take a chance?



Suggestion Column

"Nothing great was ever done without enthusiasm," Emerson has said.

A Suggestion Box is a possible open door to success. Those of you who contribute to the Suggestion Box show that you are enthusiastic about your work and are on the right road to success. The wide awake worker is the one who likes his job and is always trying to improve conditions.

Ideas are the force that make a business grow. Don't be discouraged if your efforts are not rewarded at once. There is another chance coming to you and probably your next suggestion will be a better one.

Help the organization and help yourself, too, by putting a suggestion in the box today.

Suggestion Committee

Our meeting of November 7 was a record one, as we asked you to make it. There were 88 suggestions which came up for consideration, 53 of which were new ones. Although we asked for 75 new suggestions, the *Review* came out such a short time before we held our meeting that we were not very much surprised that the response was not so great as we had hoped it would be. Let us make an extra effort on the December ones and try to beat the November record.

Out of the 88 suggestions considered, 20 were accepted. This is an unusually high percentage. It took the Committee four hours to cover the work of the meeting, so that it was necessary to hold an adjourned meeting a few days later.

Now is your last chance to get in suggestions for the Grand Prize. Look around and see what you can find that will give you an extra Five Dollars to spend for Christmas, and perhaps put you in line for one of the Grand Prizes. No one has such a lead that anyone else is placed under a great handicap. Get in your good ones now and show the world what you can do.

Suggestion Committee

SUGGESTIONS ACCEPTED IN NOVEMBER

Grinding rubber roll, No. 6 machine.....	R. C. Call, FBM
Separator for chain hoist on swift creaser.....	H. L. Cheney, FXF
Iron platform outside of No. 2 beater room.....	John Davis, DMB
Safety lock on No. 1 mill elevator.....	Joseph Donovan, EME
Assembling stand and gauge...	Harry A. Dresser, FBM

Small cans for stills.....	R. G. Fulton, FBP
Guard over pipe hand rail.....	R. G. Fulton, FBP
Change position of lever.....	R. G. Fulton, FBP
Improvement of cable guide post heads.....	Carl Johnson, FFM
Rail in back of tachometer on DMPM 4.....	R. E. Johnson, PL
Two stops on elevator in SF 1 ..	E. H. Jostin, DVX 2
Steam gauge from feed line to driers.....	John J. Linnehan, DMP
Clutch for FXOM 7.....	Louis Maida, FXO
Harden side guides and cutters on tying machine.....	Fred Reed, FBM
Chain drive.....	Thomas A. Smith, FBP
New method of loading 74" felt.....	R. J. Stoddard, FBV
New style wedge for felt cars...	R. J. Stoddard, FBV
Move idler roll.....	D. Triventi, FBP
Lock nut on each side of hand wheel.....	D. Triventi, FBP
Safety lock on coating valve...	John Wosner, FBP

SUGGESTION FOR A NAME FOR OUR RUGS

Some time ago there was put out a notice asking for suggestions for a new name for our rugs. Many replies were received; many good names were suggested but a preponderance of opinion seemed to be a word ending in "oleum."

In the opinion of the Committee who had to pass on the question as to whether or not there should be a new name for the "NEPONSET" Rugs, the decision was reached that in view of the large amount of money and advertising we have spent on the trade name "NEPONSET," we should not change the name. Therefore, we have to thank all those who showed an interest and sent in names and go ahead and stick to the name which has made Bird's products famous.

P. R. Allen.

HAVE YOU EVER SEEN THE ALIBI SHOOTER?

We publish below the Building and Roofing Division Salesman's Bulletin No. 82 which was sent out October 25, 1922, in which is quoted part of a letter from the Vice-President of a big hardware house.

"You all know the alibi shooter. He is the fellow who has an engagement with you for 8 A.M. and blows in at 8.45, all out of breath, but not out of excuses.

"He is the man in the service station who promises to have your car ready at 5 o'clock. He is the man who is due back from his vacation on Monday morning, and Tuesday wires you 'Missed the train. Will return tomorrow.'

"He is the man who is never quite ready to do what you want, or give what you want: the man whose daily life, year after year, is a series of promises. His shibboleth is 'The first thing in the morning.' He forgets that he may be dead 'the first thing in the morning.'

"The alibi shooter eventually arrives at that mental state where he begins his alibi before he begins his attempt. When he is given an assignment, he is careful to mention to you all the difficulties.

"When a task is set before him, his mind instantly commences the manufacture of good excuses which he can offer in case of failure to put the thing over. *Unconsciously from that moment he shapes his course towards failure, instead of towards success.*"

BIRD & SON, INC.,
—P. H. BAILEY,
Sales Manager.

One salesman to another: "How do you find business?"
Other salesman, hustling along, "By going after it."

RED CROSS SEALS

For several years we have been familiar with the little Red Cross seal on Christmas mail. We know that the pennies we spend in this way



are used in the fight against tuberculosis, but not many of us realize how much good the funds so collected do in our own community.

Out in Mattapan, about ten minutes ride from Forest Hills, nestled among trees and rocks, is Prendergast Camp, where poorly nourished, under-weight children who are subject to illness and

who have a definite predisposition to tuberculosis are given a chance to gain health. The children are under the constant care of a nurse and a visiting physician, and, during the winter, a teacher from the city conducts classes from the first to the eighth grades. The children work, play and sleep in the open air, and, after a few weeks of this life, it is often difficult for a visiting mother to recognize her own child. Tanned bodies, rosy cheeks, sparkling eyes, straight backs



Happy Kiddies All Day Long at the Prendergast Preventorium

and five, ten, even twenty-five pounds added in weight, transform many a little waif into a beauty.

The camp is entirely free and is supported almost entirely by the proceeds from the Christmas seal sale in Greater Boston, although, as the work is becoming known, gifts of money are coming in.

Your piece of Christmas mail with its little Red Cross seal brings happiness to the friend you remember, and, at the same time, may give an opportunity for health and happiness to some small child who otherwise would have a sorry time of it in the struggle for existence.

ASPIRIN

Aspirin is a drug. It is helpful in certain diseases when properly used, but you should not take aspirin unless your physician prescribes it.

Avoid the Aspirin habit. If you keep on taking this drug for headaches and for almost every other little ache or pain, as some do, your health may become permanently injured.

Headache is not a disease. It is simply a sign that something is wrong. The way to cure headache is to get after the real trouble, which may be constipation or eyestrain, or something else.

PULPWOOD EMBARGO?

The Canadian Government has a commission holding hearings in Montreal on the question of putting an embargo on the pulpwood produced so extensively in that country.

The outcome of these hearings will have a decided effect on the paper industry in this country, which depends in great part on our neighbor to the North for its supply of this necessary raw material.

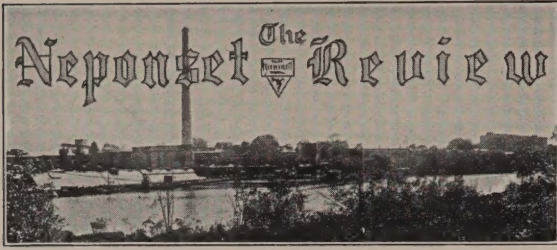
Canada maintains that it is concerned over this question only from the point of view of its own economic position. It is denied that the move is directed at the United States, although this country is the chief buyer of Canadian wood pulp.

This country cannot accept the Canadian viewpoint unless there is a like attitude to be adopted in such matters on this side of the border.

It will be recalled that last winter when coal was insufficient in supply to meet the demands in this country there was no embargo placed on this commodity. Canada was allotted at least a fair share of the yearly supply of anthracite from this country. An embargo would have relieved the plight of our people in appreciable measure, but no action was taken because as President Harding expressed it, "it would not be a neighborly act toward Canada."

At present an embargo on hard coal would increase the supply for domestic use. This would likely cause a drop in the high price now charged. There has been no call for shutting out Canada from the coal market to bring about this relief, but if she is to give no consideration to this country in the case of pulpwood there could be no complaint about this country acting in a similar selfish way over coal.

This question is of great concern to all people in this country engaged in the paper industry and it is sincerely hoped that Canada will not act in a way that will entail more hardships for the local industry. Whatever course Canada elects to take there is clear warning that this country must immediately take the necessary steps toward forest conservation and tree planting on the many acres of land now bare and unproductive, that in the future she may be in a position to depend on herself for a sufficient supply of this important raw material.



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Editor and Publisher, B. D. Rogers

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Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

*Give us, O give us, the man that sings at his work!
Be his occupation what it may, he is equal to any of
those who follow the same pursuit in silent sullen-
ness. He will do more in the same time—he will
do it better—he will persevere longer.*

—Carlyle

A THINKLET ON DEMOCRACY

We must not forget that democracy is the dominant human ideal today. It is without question the most worthwhile ideal that those of us who live on the crust of Old Mother Earth can hold. Neither must we forget the *meaning* of democracy.

The term has been too often used as a mere political catchword, but I find that now-a-days serious, hard-headed men are using it with a proper evaluation of its content.

That we may not be led astray by demagogues and that we may be in line with the progressive thought of the times it behooves us, it seems to me, to clarify our minds so that we may have a proper understanding of just what *democracy* means.

Historically and politically it means the rule of the people, but here again if we do not think

carefully we have merely a catch phrase capable of being used and accepted loosely to the general disadvantage rather than to the general good.

It seems at first an undemocratic statement to say that the rule of the people means first of all each man's rule of himself. But admitting the joint rule of the people, democracy, to be a worthwhile ideal, does it not hold that self rule as a primary ideal must take precedence both in thought and in practice?

How can the joint rule of all the people rise above the self rule of the individual?

We cannot have pure democracy until we are capable of it and when we are capable of it, we will have it.

To take it from certain quarters one is led to believe that democracy can be brought to pass by stuffing paper ballots in a box.

Quite on the other hand, men with democratic minds are necessary and precedent to democracy.

Democracy is not an easy come. There is no magic lamp that may be rubbed and lo! democracy is here!

Something worthwhile may not be had for nothing. It is just this spirit of trying to get something for nothing that hinders democracy, whether it be on the part of certain persons who preach discontent in hopes of political perquisites, gougers who shake two or three unnecessary profits from coal between the Pennsylvania mines and my kitchen stove, or workmen who watch the clock more than their work and who gather behind the mill door ready to beat it on the dead run the second the whistle begins to blow.

Here in each instance is not only an utter absence of democracy but a mental attitude that negates democracy. Democracy implies a nice balance between rights and duties. We are inclined to think of our own *rights*, of what we can get out of the other fellow and of the other fellow's *duties*, what he ought to give us.

Democracy demands a reversal here. Democracy demands that we change from unenlightened selfishness to enlightened unselfishness.

We never can have democracy until this demand is complied with and just insofar and wherever it is complied with democracy comes to pass, whether it be in the individual's mind, his business or his government.

H. E. R.

THE HOLIDAY REVIEW

Although this is our December *Review*, our regular Holiday Number, the Forerunner of the New Year will be issued before the 25th and will contain all our usual Christmas and New Year's material.

Help us start the New Year's number of 1924 *Reviews* by sending in contributions that will make this number one long to be remembered.

Library



To encourage the acquisition of books, libraries are uniting with publishers and booksellers in a special campaign to bring about an interest in the best books both new and old, particularly those for children.

Our library has received a number of pamphlets describing briefly a great many desirable books. It would be glad to have anyone interested examine them and will arrange for the purchase of any of the books mentioned or other books which might be preferred. Books on appropriate subjects make most acceptable Christmas gifts.

The recent death of Charles P. Steinmetz, Consulting Engineer of the General Electric Co., calls to mind his views on educational matters, among them his advocacy of the classics as important for the education of the engineer.

His words on this subject are as follows:

"It is my opinion that this neglect of the classics is one of the most serious mistakes of modern education and that the study of the classics is very important and valuable, and more so in the education of the engineer than in most other professions, for the reason that the *vocation of an engineer is specially liable to make the man one-sided*. . . . It is true that the classics are not necessary if the aim is to fit the student to ply the trade of engineer, as one plies that of the plumber or the boilermaker, and the world, especially the United States, is full of such men, who have learned merely the trade of engineer."

Our Newest Additions

Autobiography

"From Seven to Seventy," by *Edward Simons*

Human and interesting experiences of the artist who painted the Gallery of the Muses in the Congressional Library, Washington.

"The Print of My Remembrance," by *Augustus Thomas*
Beginning with a child's impressions of the Civil War Days. His varied career includes reporting, teaching and many traveling experiences.

Essays

Letters "From a Business Woman to Her Daughter"

"From a Business Girl to Her Mother"
by *Zora Putnam Wilkins*

Every girl in business should read these humorous, true-to-life adventures of Sally in the business world. An optimistic little book full of common sense.

"The Life of the Spirit and The Life of Today"
by *Evelyn Underhill*

An idealistic yet practical interpretation of the effect of the spiritual on our lives.

History

"The Pomp of Power," *Anonymous*

A complete and concise treatment of world-wide topics of interest during and after the World War.

"Things Remembered," by *Arthur Sherburne Hardy*

A diplomat's very personal and amusing experiences in foreign countries.

Scientific

"The New Air World," by *Willis Moore*

A careful study of climatic conditions by a former chieftain of the United States Weather Bureau.

Juvenile

"Twelve Naval Captains," by *Molly Seawell*

A *Regular Boy's* book. All true and all real heroes. Exciting and well worth reading.

Fiction

"Where the Blue Begins"

Christopher Morley

"On Tiptoe"

White

"The Really Romantic Age"

Harker

"50 40 or Fight"

Hough

"Jeremy"

Hugh Walpole

"The Son at the Front"

Edith Wharton

"Salt of the Earth"

Mrs. Sedgewick

BUILDING YOUR FUTURE HOME

The subject of this article is one used in the Magazine of Wall Street and the reading matter is so apt that I feel it is worthy of space in the Neponset Review. The following are some of the points brought out—

You may study the art of security-trading and make yourself an expert at it;

Or, you may confine yourself to broad-line investing in favor of the more conservative mediums, guarding your store, big or little, with jealous pains;

Or, you may place your unneeded funds in *guaranteed* securities, if you choose, where only earthquakes or national calamities can harm;

Or, you may put your surplus in the savings bank and content yourself with the return it will earn there;

Or, finally, if immediate possession of your own money about your own person continually is all that will satisfy you, you might even purchase a money belt, buckle it around you and carry your fortune wherever you go:

But, whatever it is you decide you are going to do with what you do not immediately need, don't in Heaven's name, do the easiest thing with it: Don't sacrifice it for trivialities, don't waste it on fleeting pleasures, don't dissipate it in futile extravagances. Make your money make more money for you, if you can, and if you will, but *don't throw it away!*

A fat pocketbook is man's truest friend, and, per contra, an empty one is his most vicious enemy. *One need only have lived to recognize the truth.*

H. H. M.

HOW TO USE THE TELEPHONE

Some of the most necessary points for good telephone service are so obvious that people do not realize their importance.

For instance, you will notice that the operator always repeats the number you give her. She does this to give you an opportunity to correct her if she has misunderstood you. Unless you acknowledge the repetition by saying "right" or correct her, she will proceed to establish the connection she *thinks* you want.

The success of a business talk by telephone depends largely upon your ability to make your listener *concentrate* upon your message. You must compete with his interest in what he was doing just before you called and in what is going on near him in his place of business. Under these circumstances your talk must be brief, clear and convincing if you are to attract and hold his full attention.

Mumbled words, slurred over syllables, final syllables that trail off—all prevent concentration. The listener is forced to figure out what you are saying and can therefore devote only part of his attention to your message.

When you talk into the telephone give each word its full chance. Make it clear and distinct. Talk as though you were face to face with the person at the other end of the wire.

The ability to express your thoughts clearly, pleasantly, and understandingly, is a business asset of priceless value. Every time you talk with a person by telephone you leave an impression—either favorable or unfavorable. If you are careful in your choice of words, courteous in your manner, cheerful in the tone of your voice—the telephone reflects a favorable picture.

If you are careless in your delivery, if you talk in "don't seem to care" tones, if you hang up the receiver like slamming a door, people are not likely to go out of their way to trade with you or to commend your methods of doing business.

Always remember that your telephone carries more than a voice to the person listening—it carries your personality.

N. Y. Telephone Co.

Notes from the Plants and Offices

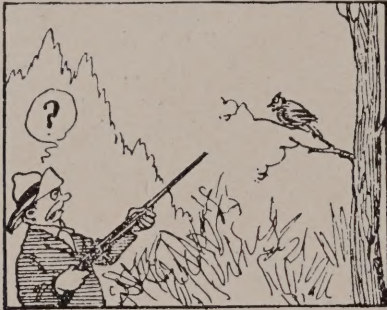
MAIN MILL

Brownie Maier is sporting a new flivver. He is very proud of it and his new license and has now undertaken to teach his wife to drive.

Bill Head met with a catastrophe the other day. He took his new car out and could not get it back again. Now we hear that Bill is contemplating buying another car of a more docile disposition.

Eric Johnson who has been convalescing in the Norwood Hospital is at home now and is daily getting better. We hope to have him back with us by the first of the new year.

Ed Rafuse had his tonsils out and is slowly getting better. We shall be glad to see him back at work when he has fully recovered.



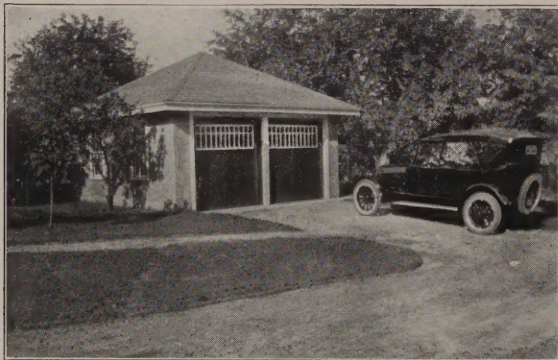
Officer Egan Shooting Pheasants

Annie Davis has gone away on a two weeks' vacation. She didn't tell us where she was going, and we are wondering where her mysterious journey will end.

Friends of Sigrid Wuokko are glad to see her back at her accustomed place after her recent illness.

It is greatly to be regretted that at the recent wedding of Mr. Curran some of the guests had to walk home. The flivver cannot run without gas, so it was observed, but whether other cars in the same predicament are any better off is a question open to argument. Why do they always pick upon poor Henry?

We are glad to hear that John Folan's wife, who has been in the Homeopathic Hospital in Boston for a period of two weeks, has returned home. Mr. Morse brought her out Wednesday and from all reports she is much better.



Good-looking Garage Built by Carl Schaier and Sons During Their Spare Hours

Mr. Morse, head shipper of Bird & Son, went up Mt. Wachusett last week end. He must have found the drive over in his new Essex coach more enjoyable than the trip up the mountain for he made a very brief stay at the top.

The news we are getting from Tom Maguire is all good these days. He is at home now and managing, with the aid of a cane, to navigate very well.

The new stock shed is finished and occupied, and the storage shed is rapidly nearing completion. John Curran is taking a correspondence course in interior decorating in anticipation of his new quarters.

George Doderer has quite a stock farm at his place and makes us envious with his stories of roast chickens.

Kazmis Blazonis has been making a collection of medals for many moons and with his chest all decorated he looks like a regular soldier.

The other day as we wended our jaunty way through the mill office, we stopped to pass the time of day with Carl Schaier. Our nose began to turn up and the suspicion dawned on us and increased with each whiff that our usually staid assistant superintendent had been patronizing Woolworth's perfumery department. A little might not be bad but so much as Carl had used was too much. We left him only to discover that the desire for sickeningly sweet odors had become epidemic or else someone had distributed the pungent stuff liberally. Mr. Goodspeed was busy tying up his rubber bands and dispatching them to a dear friend, but somehow the odor would linger, which might be explained by the fact that his office coat has a hole in the pocket that allows small articles to slip into the lining. Mr. Duncan was found hanging his shop coat out in the air. Various and sundry others found their clothes saturated also, but with Carl it stayed and stayed and stayed until the Mill Office folk were inclined to believe that the brand used in the stock storage shed was to be preferred. All of which reminds us of a squib we once heard:—

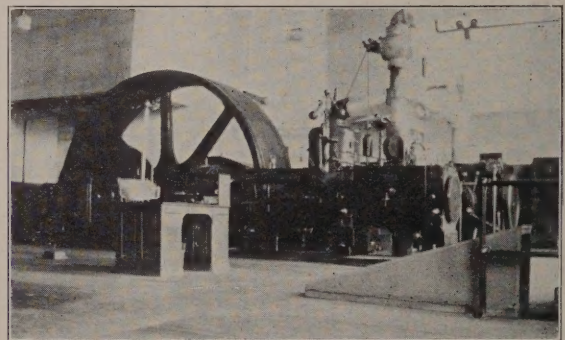
He (pumping little brother)—Your sister's spoiled.

Small brother—Naw she ain't, it's that perfume you sent her.

MAINTENANCE

W. S. Boynton has joined the Engineering Division. We all extend to him our hearty welcome.

It isn't generally known, but Andy Urquhart and Charlie Paine are two of the foremost gunners around these parts.



View of C. and D. Engine Room
Taken by George R. Parter

During the past month three little black and white animals caused much annoyance at our Dry Paper Stock Shed. Jim Kivlin was "Oliver Twist" one morning and it wasn't until Wally Duncan came to the rescue that things were quieted and Jim calmed down. On the second occasion it was Bill White, one of our electricians, who was the hero. While Bill was sprinkling the salt on one of the animal's tails its partner tried to chloroform Bill, but Bill has a ferret beaten to a standstill and it was but a short time when things were back to normal.

We expected to see a liner or ocean-going tug pull into the dry-dock that Jack Smith recently completed on the river near the blacksmith shop, but we were wrong, Jack says. He is going to keep it full of water and put swans in there instead.

Several of the gang from the Repair Shop and the Power & Steam Departments with their wives went up to Marshall Grant's the other evening to welcome him and Mrs. Grant home from their wedding journey. After a delicious supper—Fred Duncan is still talking about the chicken salad and the wonderful homemade butter—George Wallace and Bob Hood entertained. Mr. and Mrs. Grant were presented with a rug for their home.

BOX SHOP

The folk in FX 2 made the last day that Miss Elizabeth Brady worked here a very happy occasion by presenting her with a lovely, hand painted set of lustre ware as a wedding gift. Though all were sorry to have her go, all wish her great happiness.



View of Mount Vernon from Rear
Taken by Harry Tower

The Chrysanthemum Club did their part also in remembering Elizabeth at their first meeting. The girls clubbed together and helped provide for the future bride's housekeeping days by giving her a beautiful berry bowl. Elizabeth will have plenty of opportunity now to show what a good cook she is.

The Printing Department has a dazzling object now to view daily in Fannie Milisky's engagement ring. The

diamond shines so brightly that it is rumored that electric lights are no longer needed and everyone in the department has to wear dark glasses to protect their eyes. The young man who presented this shining gem is Mr. Louis Krinsky.

Mr. and Mrs. John Goonan wish to thank all their friends in FXC for the artistic picture they received for a wedding gift. They think it will look very fine in their new home.

On November 14, Mr. Bartley Curran of FXC took unto himself a wife, by name, Miss Winnifred McLean of Dedham. Box Shop friends presented them with a stunning electric lamp. Many friends attended the wedding reception at the home of Mr. Coyne at Rock Hill where square dances, round dances and oval dances were enjoyed by all.

William Downing of the Fibre Case Department has quite a record when it comes to picking winners. His success has been due to careful study and thought. His specialty is football games. He predicted the true score of the Norwood and Dedham and the B. C. Georgetown games, picked Harvard to win over Tufts and Yale to beat any. This is quite a record for one Saturday's forecasts.

Mr. and Mrs. Tower took a most enjoyable motor trip in September to Washington and Mt. Vernon via the Atlantic Highway, New York, Philadelphia to Washington and returning via Gettysburg, the Hudson River and Springfield.

Fine weather, good roads and no punctures made the trip doubly pleasant. The Lincoln Highway was particularly good and most of it is made of concrete.

They found the Quaker section in Pennsylvania and the tobacco fields around Gettysburg very interesting and picturesque parts of the trip.

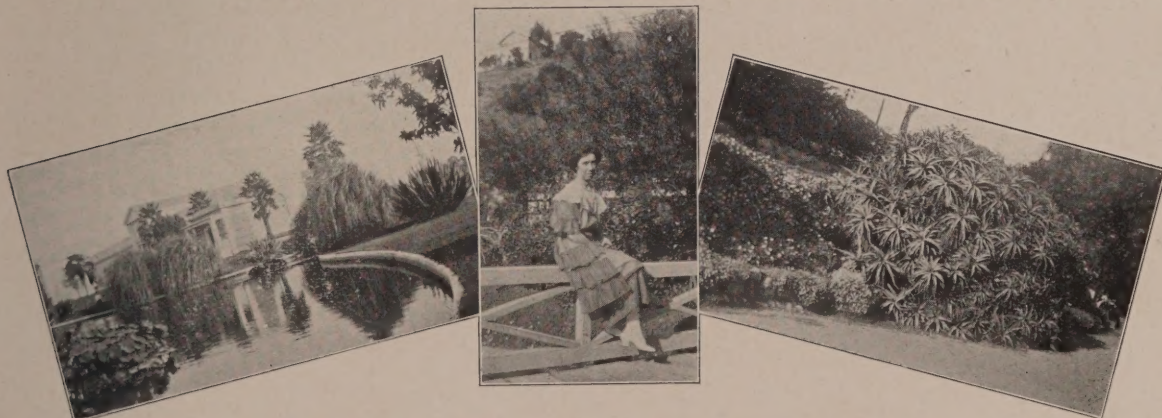
MILL OFFICE

In truth, one sees strange things at times. The other noon, Ruth Koch sat with her right hand clutching tightly her drinking glass while she used her left to search frantically through her desk drawers for aforesaid glass.

We are glad to welcome Eleanor Dolan who has joined the Mill Office force as stenographer.

Agnes Foley has transferred to Mr. Keith's department to work on special reports.

INTERESTING CALIFORNIA VIEWS FROM FORMER BIRD & SON GIRL



1. Chapel in Cemetery at Hollywood 2. Miss Kaler at Catalina Island 3. Cactus in West Lake Park, Los Angeles

Several of her friends in the plants and offices have been favored with most interesting letters from Maude Kaler, who was a member of the Manufacturing Office force and later of the Laboratory for several years. Miss Kaler is now a resident of Los Angeles, California, and, judging by what she writes, is thoroughly enjoying life in the land of sunny skies and beautiful foliage. The following extracts have been taken from a recent letter to Miss Field, of the Advertising Department.

"In the summer some friends from Newark, N. J., and my mother, father and I spent a few days at Catalina

Island and had a wonderful time. We had a fine two hours' sail to the island, and though we found it a quiet place there was enough going on to keep a person from being lonesome. We camped in tents while there. One of the best things we did was a trip across the marine gardens in a glass bottom boat. It was wonderful to look down and see all the plants and fishes below us.

"The chrysanthemums are in bloom now and we have all kinds in our yard. The weather is getting cooler nights and mornings and it is dark by 5.30 p. m. just as in old New England. I'm wondering what it will be like in December."

BUILDING AND ROOFING

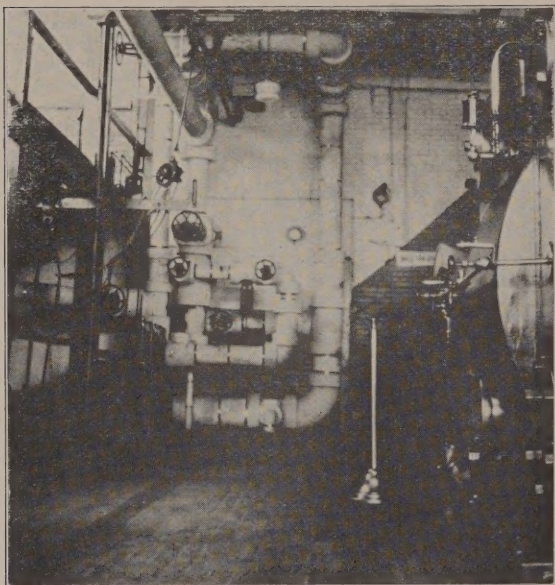
Patrick MacGuire, FBPM 5, has been duly celebrating the arrival of a little girl.

Rowland J. Ward, FBPM 1, is rather anxious to dispose of his Harley speedster in exchange for a flivver. Everybody laughs at the flivver but, like the measles, "we all have em." We hear, too, that the Cops are after him and he already has one red ticket in his possession.

John Matson, FBM, is enjoying a week's vacation. He is improving his time by building a garage to park his flivver in for the winter.

It isn't very often that Doc Watson is really caught napping. He has put a tickler in his file to put anti freeze in his radiator on November 1 in 1924, but it looked as though he was burning soft coal in his new Maxwell when he pulled in here the other morning shortly before seven.

Joe Amenese, FBPM 1, is leaving for a four months' trip to the sunny shores of Italy. Says he is going to



A Particularly Good Job of Pipe Covering—C. & D. Engine Room

bring the family back with him this trip. He surely has picked a good time to be away from here and some of us are rather envious.

John Wosner, FBPM 1, has recently moved into his new house in South Norwood.

D. Driscoll is recuperating from a recent operation. We hope that we shall see him back with us soon.

PBL is glad to welcome a new man, Robert V. Garner of Norwood, to its force.

Paul Krukas has just built a three stall garage. Paul comes from Lithuania, has been with us for 17 years, and has never worked for anyone else.

The mill end department looks lonesome since we started finishing all our mill ends direct.

Bill Evans of FBP has changed his residence from Canton to Walpole. He is afraid of navigating his Henry over the high snow-drifts coming, and is going to have a more convenient dwelling place.

Charlie Seavey has moved from the wilds of Rock Hill to the jungles of Walpole so FBF reports. Charlie has a new flivver so distance means nothing to him.

John Bonapane's wife and children have returned to the old country permanently. They left last week and John plans to join them in the spring and to start in business over there as an Italian merchant. FBF will be sorry to lose him for John is one of our best men and we are still hoping he will change his mind.

Jo Smith has bought an estate in Norwood and is now on the list of heavy tax payers. Luckily he rents his property so there is gain to compensate for loss.

Since Pat Reardon lost his old white horse, he has tried

to console himself with a flivver. Now he is going to buy another white horse, and, what's more, keep the flivver. We wonder which ranks first in his affections.

Ed Boulter came down to see us this morning from the Main Mill and on a most suspicious errand. He wanted our gun. We never thought Ed was of a murderous disposition, but he certainly has good cause for murder from the stories we hear of the black and white "kitties" who are making themselves at home in the elevator well up at the Main Mill.

FLOOR COVERING

The latest interesting yarn is of five mighty hunters, three dogs, five double barrelled shot-guns and one flivver who put in a very busy day and captured (what was it?) one English sparrow and a blue jay?

Came in one morning. Six men standing around the safe. When it was finally opened Gardner gurgles, "Now we may go to work as we have our pencils."

Latham does some small favor for somebody. Favor taken as a matter of course in the rush of business. After a moment, Latham, deeply, "Come, hurry up and thank me, I've got to go out."

Speaking of cars, as I find most of us do at times, Bailey has recently acquired a bright new Kiddie-car and is getting so that he can drive it.

Einar Johnson tells the following story and vouches for its being a fact. Semitic salesman sells customer eight yards of cloth at eight cents a yard and figures it thusly: "Eight and eight are eighty-eight but I'll let you have it for eighty cents." She paid and went away rejoicing in her bargain.

The Finishing Department is proud of its recent record of 193 rolls in 10 hrs. on 8/4 table. The men who helped make the record were: Babeck, Barylak, Armukevich, Stupek, Waksemovitz, Jacas, Maini, Bekies and inspectors Al Bown and Tony Schrieber.

The record they aim at next is 200 rolls and when they make this, you'll see their pictures in the *Review*.

We congratulate Roderick Urquhart of FFN on the recent arrival in his family on November 6th, Roderick, Junior, weight fourteen pounds, evidently a good, husky youngster.

We experienced some difficulty in keeping the office door closed; consequently a notice was posted which read, **WE LOST THE CONTRACT TO HEAT THE YARD—SO PLEASE CLOSE THE DOOR.** Our worthy friend John Pennington sauntered in and informed us that he did not know that we had the contract. And yet good authority quotes that the English people are the most humorous.

Around the Mill in a Lizzie

John Selden received his license one happy afternoon and on the same night put through some stunts in driving Ben Sodergren and Ed Conlin to bowl in Walpole that would make any full fledged chauffeur gasp with wonder. John certainly was some driver.

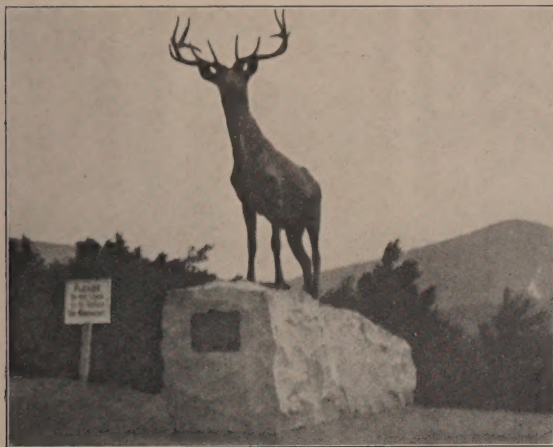
The night of the famous ride of our Paul Revere was chuck full of happenings. First, in order to pick up Charlie Flower at East Walpole, they were held up by a big sign, "Detour," at Water Street. Nothing daunted, he kept right on, the boys assuring him it was all right, until he reached the bridge where he could go no farther. Ben suggested driving around the mill and this brought them up in front of "P" office. After much backing and twisting John got out of here only to land next under a shed across the bridge, where there was another hold-up.

Following the jitney track with a ditch on one side and the pond on the other, John displayed remarkable horsemanship, so to speak, and piloted his Lizzie through the danger. Things looked brighter now, but the worst was yet to come. A sudden turn at the right brought him up against a building where Lizzie promptly stalled. Nothing was said, but there was a lot of thinking done in the next few minutes until finally they were off again and this time landed out in front of the office safe and sound. Both Ben and Ed declare that John has earned a right to his license.

MAIN OFFICE

The top floor looks quite a bit changed since they contracted Mr. Russell's office and Harold Dixon moved his desk out into the open.

We are glad to welcome Howard E. Richardson who has joined the Manufacturing Ledger Department. The past



Elks Memorial on Mohawk Trail. Erected in Memory of Elks Who Died in Service.
Contributed by S. P. Graves

month has seen several changes in the Accounting Division. Howard Whitney and Cornelius Gardner have taken up special cost analysis—Whitney for the Main Mill and Gardner for the Norwood plants. Ernest Coleman is to take over Whitney's work, and Eben Johnson has gone over to the Cost Accounting Department.

Edith Jonah has been advanced from the messenger service to work on the addressograph in the Service Department.

Olive Kruse is now a member of the Building & Roofing Record Department.

We are glad to welcome John M. Ahearn, Philip S. Cushing and Richard J. Kenneally who have joined the Accounting Department.

PAY ROLL DEPARTMENT IN NEW QUARTERS

The Pay Roll Department has been moved from the second floor in the Main Office to the small office on the right of the entrance to No. 2 Box Shop.

This has been done to facilitate paying off those who are leaving our employ or those who for any reason do not get their pay during the pay master's regular trip around the mill.

Heretofore, this paying off has been done in the front office in the Main Office building, causing inconvenience to several people. We hope the new arrangement is going to prove far more satisfactory than the old. It also relieves, to a certain extent, the overcrowded condition in the Accounting Department.

DEALERS VISIT PLANT

We always enjoy the visits of our dealers and those who come seem to find pleasure just where and how the products they handle are manufactured. During September and October we were glad to welcome the following:

September 15—Mr. Stone of H. J. Stone & Son, Shrewsbury, Mass., with guests. Mr. Dowd of the City Hardware Co., Leominster, Mass., with guests.

September 27—Mr. Kimball of the Erving E. Smith Co., Lowell and Mr. Geo. Mathews of Hudson, Mass. Mr. Eliason of J. T. & L. E. Eliason, Inc., of New Castle, Delaware.

September 29—Mr. Chas. Davison of Lake Charles, La., one of our Chicago dealers.

October 2—Mr. Letendre and salesman for J. J. Moreau Co., Manchester, N. H. Mr. H. B. Parker of C. H. Parker & Son, Coldbrook Springs, Mass., with guests.

October 3—Mr. Saabye, Purchasing Agent for the B. & M. R.R.

October 4—Mr. Liston and Mr. Lang of the Liston Lbr. Co., Everett, Mass. Mr. Smith and Mr. Coates of the Erving E. Smith Co., Lowell, Mass. Mr. Doyle of the Central Hdwe. Co., Fitchburg, Mass.

October 15—Mr. Todd and Mr. Curtis of Wm. Curtis Sons Co., Mattapan, Mass.

October 18—Mr. Carey and Mr. Sutherland of Barney & Carey Co., Dorchester, Mass.

October 30—Mr. Stearns, Jr., Mr. Tenney, Mr. Retzel and Mr. Woods of the A. T. Stearns Lbr. Co., Neponset, Mass.

PHILLIPSDALE

Just a few words about our old friend, Jack Hammerli. On December 1st of this year Jack will be with Bird & Son 34 years and still going strong. In the year of 1888, John moved with his folks to East Walpole, and although only a boy of some 15 years he hired out with Bird & Son as winder boy on the paper machine; his next position was back tender and then on to machine tender or in other words a paper maker. This position he held for 21 years. Six years ago Jack was transferred to DP as night superintendent, which position he now holds. And as looks today he will be with Bird & Son for 34 more years, and we sure do all wish him well.

This is the time of the year when most all of us begin to worry about our coal supply, but Joe Farrell, Henry Phelps and Oscar Anderson say that they are not going to worry any more for they have had oil burners installed. We must agree that they are the three wise men.

We notice many new faces in DPG and very pleasant smiling faces they are, we hope we can keep you smiling.

Mr. Cowan and Mr. Parke of our Canadian Plant honored us with a visit on November 14th. We are always glad to see our friends from Canada.

Dr. Burrows of East Providence has been appointed one of the doctors for our Benefit Association to take the place of Dr. O'Rourke. We will have two doctors as in the past, Dr. Hamill and Dr. Burrows.

Little Johnnie Rose, our office boy, has got a new bike. Where did you get it, Johnnie?

Edward John Healey, chief tag picker on the rag pile, is going to night school.



Handling Stock at DP.

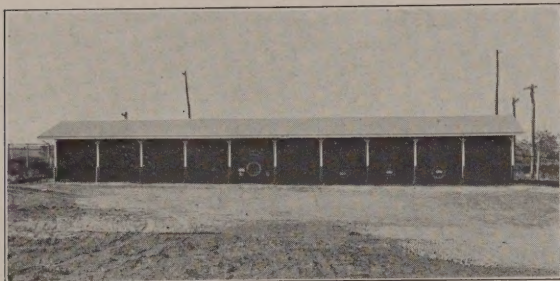
Left to right: Antone Moura, Jos. Brago, Peter Farriara, C. Anderson, J. Bentencarte

On November 4th Rex Salisbury had a fine baby girl left at his home. Rex did not tell us. The stork on his way back dropped us a note. We wish the baby good luck and good health.

The record production at DP for the month of October was made by the men on the first tour of the 19th, Oscar Anderson in charge. Mr. Anderson's record breaking crew is as follows: Machine, Wm. Livingston, A. Carlson, J. Gerard, and N. Peterson; Beater Room, S. Moreirs, C. Priete, J. Kuzinch, J. Mendes, S. Martians; Sorting Room, J. Beallean, M. White, J. Varges, M. Lenhans, J. Marts; Cutter Room, W. Dutra, J. Fouts, F. Domingo, T. Koyak, J. Ponts, M. Rodericks. It is gratifying to

note that the quality of the paper produced was excellent showing that quality and quantity can go hand in hand. The uniformity of the results of all tests made is ample proof that the beater, cutter and sorting crews all co-operated with the machine men in making this run one to be proud of. Who's going to get his name in print next month?

Mr. Eaton has just returned from a week-end trip to Maine. We don't know how long this has been going on, but we feel sure that there is something more attractive than the country landscape up there.



Employee's Garage at Phillipsdale

Favorite Pastimes in DPG:

Walter Watson—Smiling.

Frank Rose—Telling what he knows about Football.

Lillian Dufresne—Filling up her hope-chest.

Anna Danielson—Preaching to the girls (they need it, Anna).

Mary Gold—Milking cows.

Viola—Learning to drive a Studebaker.

We are glad to welcome Anna Walsh to DPG. We wish her lots of happiness and prosperity.

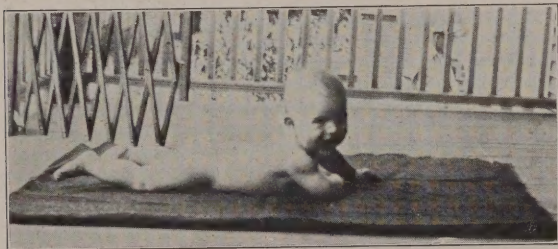
Has anybody seen Mike Baptiste standing on the corners down around Fox Point. By the way it looks as though Mike was going to step out very soon.

"WINDI-CITI-ITES"

"Always remember that a pedestrian would rather hear your automobile horn than to listen to Gabriel's trumpet." Safety first, last and always.

M. L. Jones, our Arkansas Salesman, brought Mr. Jacobs and Mr. Rule from the Manufacturing Furniture Company of Little Rock in for a visit. Mr. Jacobs is one of our most enthusiastic Floor Covering Dealers in the West and is very optimistic over conditions in his territory for the year 1924.

Bob Brebach, our Planning Clerk, is rapidly convalescing from a slight throat operation.



A Prize Baby, You'll Agree!
H. S. Loring, Jr.

Louie Droege, foreman of our Cleaning Crew, returned from New Orleans and points south with a trunk so loaded with yams, sugar cane, etc., that he was charged excess rate on his baggage.

Bill Hensley, our former warehouse man, has entered the employ of the Advance Roofing Company here in Chicago as a salesman of Built-Up Roofs.

Phil Dennett of the Bird Machine Company visited town during one of the Paper Manufacturers' meet-ups.

Bob Peterson and "Big Boy" Williamson were in from Louisiana and Mississippi respectively during the month.

Both feel that the coming year is to mean "Better Business for Bird."

Ben Roberts has purchased a Chevrolet coupe.

Miss Bess Dunn returned early in the month from a six weeks' stay in Sunny California—yes, she saw all the important (male) movie stars. But let her tell you about it.

With the tile insulation completed about the three large flux storage tanks, the Boiler Room will have a trifle easier time of it when the old winter wind sweeps along the Wabash tracks.

Miss Margaret Thompson is filling the position formerly occupied by Miss Henry in the Stenographic Department. Miss Henry has taken a position with the Rock Island Railroad.

Alex Alexander, who is responsible for our slate reaching the machines O.K., is around bragging about a new little son in his household.

"If all women bobbed their hair, what would a man do for a hairpin with which to clean his pipe?"

Hettich has had several nicknames such as "Lucky," "Horseshoes," "Four Leafed Clover" and the like added to his name since winning a new Ford automobile at a church benefit. We honestly believe he had a hunch we would win it for he sold his Dort a few weeks ago.

Bob Thurston is as tickled as a little dog with two tails now that he has received his State of New Jersey Soldiers' Bonus.

How small the old world is after all. Here Ab Dobbins of the Office Sales finds he is a distant relation to the Tuscher boys of the Sales Force.

"What can grow this winter? YOU can, if you take your chance and read, study and think things through."

Jesse Tuscher came in with an order for 3000 squares of shingles for 150 new homes in the Calumet district a week ago. Building hereabouts is still going strong and the present reports for next year are very reassuring.

"Many a man's home is unpleasant because his wife married a grouch."

With Harry Brandau buying us oysters, Loring buying us meats at the Stock Yards, Bob Brebach buying us eggs and fruit, and John Matcha buying us candy—well, it surely should make a difference in our household expenses for food stuffs.

The new Rubberhide shoes are already being worn on dozens of feet here in the MILL. They surely are as fine a working shoe as we have seen and the best of it all is—they stand the gaff.

"Leave unsaid the wrong thing at the tempting moment."

The following, clipped from the "Chicago Mill and Office Weekly News," contains a thought to make us all pause for a moment:

"We learned today of a fire at the Usona Roofing Company at Aurora caused by spontaneous combustion. It means a shut down of three weeks which is a hardship on the workers to be out of work, as well as the management in their inability to ship orders. We must take a lesson from these fires and watch the corners carefully that no rags, rubbish and truck is allowed to gather which might lead to a fire."

* * *

"Be a live wire and you won't get stepped on. It is only the dead ones who are used for door mats."



Introducing Miss Laura Stephenson, who takes care of Advertising Detail at the Hamilton Office. We are glad to have her picture for the "Review" and wish we might hear from our Canadian correspondents oftener.

NEPONSET CREDIT UNION
Credit Union Reports Show Big Year

The members of the Neponset Credit Union met November 14 for their annual meeting and re-elected J. J. White and C. D. Savage to the Board of Directors, George Smith to the Credit Committee and A. H. Russell, A. H. Anderson and B. D. Rogers to the Supervisory Committee.

The Treasurer's report showed that 1923 had been the most prosperous year for this Union that they have had and after declaring a 7% dividend on the outstanding stock it was possible to put some over \$500 into the undivided earnings.

Did You Know That

We started doing business November 1, 1915.

We are eight years old.

Ben. R. Taylor has been clerk all this time.

A. C. Urquhart, J. H. Smith and J. J. White have served on the Board of Directors since we started.

H. H. Miller and D. J. Cullinane have served continually on the Credit Committee.

We paid a five per cent dividend the first year, a six per cent the next year, and seven every year since, except 1922.

At the end of the first year there were 413 fully paid shares.

At the end of 1923 there were 2910 fully paid shares.

We had 143 members on October 31, 1916.

We had 592 members on October 31, 1923.

There were 55 borrowers on October 31, 1916.

There were 139 borrowers on October 31, 1923.

Our receipts for the year ending October 31, 1916 totalled \$10,352.87.

Our receipts for the year ending October 31, 1923 totalled \$117,363.41.

Our assets totalled \$4,410.38 on October 31, 1916.

Our assets totalled \$39,073.07 on October 31, 1923.

The Guaranty Fund has grown from \$41.47 to \$1162.80.

Loans repaid.....	30,667.96
Entrance fees.....	59.00
Interest.....	2,347.43
Small savings accounts charged off.....	3.77
Dividends.....	56.63
Sale of U. S. Treasury Certificates.....	10,072.19
Advanced by Bird & Son.....	2,000.00
Victory Bonds.....	2,000.00
Cash on hand, October 31, 1922.....	1,708.08

Total..... \$117,363.41

Disbursements

Shares.....	\$ 5,563.69
Deposits.....	55,977.34
Loans made.....	44,281.19
Expenses.....	123.44
Interest paid on deposits.....	452.98
Dividends paid.....	531.83
Interest paid on investments.....	38.39
Revenue stamps.....	8.00
U. S. Treasury Certificates.....	4,000.00
Whitman Co-operative Bank.....	1,000.00
N. Y. Central Railroad Co.....	1,856.25
Guaranty fund.....	34.80
Lake Shore & Michigan R.R. Co.....	948.75
Advanced money returned.....	2,000.00
Undivided earnings.....	48.73
Cash on hand, October 31, 1923.....	498.02

Total..... \$117,363.41

E. M. B. A. GAINS 147 NEW MEMBERS

If you are not a member, were you one of the new recruits? If not, *now* is the time to begin. The drive the week of November 5 in all departments of the Main Mill, Building and Roofing and Floor Covering Plants resulted in 147 new members signing up.

Rug Finishing is still 100% in membership, and they mean to hold this record, or so John Selden, foreman of that department declares most emphatically. He also says that it is possible for all departments to equal and hold his record.

Join the Bird & Son Mutual Benefit Association today and you will have raised an umbrella against future showers.

BALANCE SHEET, OCTOBER 31, 1923

Assets	
Investments.....	\$12,051.25
Loans.....	26,523.80
Cash.....	498.02
Total.....	\$39,073.07
Liabilities	
Shares.....	\$14,552.60
Deposits.....	21,237.19
Guaranty fund.....	1,172.80
Undivided earnings.....	665.60
Profit (net).....	1,437.45
Dividend payable.....	7.43
Total.....	\$39,073.07

RECEIPTS AND DISBURSEMENTS DURING THE
YEAR ENDING OCTOBER 31, 1923

Receipts	
Shares.....	\$ 8,272.47
Deposits.....	60,175.88

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during the month of October, together with the names of our veterans who have completed over twenty years of service.

John Hammerli	Phillipsdale	12/1/89	34 yrs.
August Hilderbrandt	Paper Mill	12/25/89	34 yrs.
A. R. Jenkins	Floor Covering	12/13/94	29 yrs.
T. G. Henderson	Phillipsdale	12/14/94	29 yrs.
Harry Mann	Experimental	12/1/01	22 yrs.
J. E. Robertson	Traffic Dept.	12/7/08	15 yrs.
Wilbur O. Fay	Maintenance	12/9/08	15 yrs.
Frank Whitehead	Maintenance	12/19/08	15 yrs.
B. J. Overholt	Chicago	12/5/13	10 yrs.
Adolf Sickinger	Box Shop	12/4/18	5 yrs.
Mike Finizie	Phillipsdale	12/4/18	5 yrs.
Herman Nordstrom	Paper Mill	12/8/18	5 yrs.
F. X. Dansereau	Phillipsdale	12/11/18	5 yrs.
A. Dansereau	Phillipsdale	12/11/18	5 yrs.
Chas. C. Flower	Floor Covering	12/13/18	5 yrs.
L. E. Tarr	Auditing Dept.	12/16/18	5 yrs.
K. G. Rouillard	Planning	12/16/18	5 yrs.
Emil Sigmund	Maintenance	12/18/18	5 yrs.

INDUSTRIAL BOWLING LEAGUE

The Industrial Bowling League with six firms as members and eight teams started their schedule November 5th, and, by the enthusiasm shown, the season bids fair to bring forth some interesting battles. In the first round, the Main Mill team defeated the Building and Roofing crowd, 3 to 1 at East Walpole, at the same time that L. F. Fales was taking the measure of the Floor Covering crew, 4 to 0 at Walpole. The next night the



BUILDING & ROOFING BOWLING TEAM

Paul Fulton, Clyde Bassett, Ray Call, Henry Morgan,
Dick Stoddard

Multibestos crew defeated Curity, 3 to 1, and Gray's took Hollingsworth & Vose into camp, 4 to 0.

Monday, November 12th, the Main Mill and Floor Covering split points, 2 and 2, and Hollingsworth & Vose defeated the Building & Roofing, 4 to 0.

On November 13th, Lewis Mfg. Co. defeated L. F. Fales 3 to 1, and Multibestos Co. captured all 4 points from Gray Co.

On November 19, the Main Mill took 4 points from L. F. Fales, and at the same time established a high team total of 1468 points which will be hard to beat. James Dine had high 3-string total, 329, and high single, 136.

On the same evening, at Walpole, the Building & Roofing bowlers were defeated by Gray Co., 4-0.

November 20, Floor Covering took 3 points in their match with Lewis Mfg. Co., and Multibestos took 4 points from H. & V.

The standing through November 20:

	Won	Lost
Multibestos Co.	11	1
Main Mill.	9	3
Gray Co.	8	4
L. F. Fales.	5	7
Lewis Mfg. Co.	5	7
Floor Covering.	5	7
Hollingsworth & Vose.	4	8
Building & Roofing.	1	11

Here is the schedule through December. Encourage your team by following the matches.

November 26—Main Mill vs. Lewis Mfg. Co. at Wal-

pole. Building & Roofing vs. Multibestos at East Walpole.

November 27—Floor Covering vs. Gray Co. at Walpole. L. F. Fales vs. Hollingsworth & Vose at East Walpole.

December 3—Main Mill vs. Multibestos Co. at East Walpole. Building & Rfg. vs. Lewis Mfg. at Walpole.

December 4—Floor Covering vs. Hollingsworth & Vose at East Walpole. L. F. Fales vs. Gray Co. at Walpole.

December 10—Main Mill vs. Gray Co. at Walpole. Building & Roofing vs. L. F. Fales at East Walpole.

December 11—Floor Covering vs. Multibestos at Walpole. Lewis Mfg. Co. vs. Hollingsworth & Vose at East Walpole.

December 17—Main Mill vs. Hollingsworth & Vose at East Walpole. Building & Rfg. vs. Floor Covering at Walpole.

December 18—L. F. Fales vs. Multibestos Co. at East Walpole. Lewis Mfg. Co. vs. Gray Co. at Walpole.

Fred Duncan is general manager for the League, with the following in charge of the various teams: Main Mill, Harold Higgins; Building & Roofing, Raymond Call; Floor Covering, Charles Flower; L. F. Fales, Charles Lindequist; Lewis Mfg. Co., William Alden; Multibestos Co., Daniel Geary; Gray Co., Merrick Gray; Hollingsworth & Vose, Clinton Shufelt. At the end of the season, prizes will awarded the winners.

Through a misunderstanding, the American Glue is not represented in the League, but they have an idea that their star bowlers can show something to the bright lights in the League, and, in support of their contention, challenged the Main Mill to a three-game series. The first match was rolled November 16th, with the Main Mill victors. The next match will be rolled at the Norwood alleys, November 21st, when the fellows over the bridge hope to gain revenge.

LIVELY BOWLING MATCH

The Floor Covering bowling team consisting of Flower, McColgan, Sansone, Selden and Conlin met the Main Mill in Walpole, Monday, November 12. It was some match. The Main Mill took the first two strings scoring two points and leading by 24 pins and then came the deluge.



MAIN MILL BOWLING CREW

Bill Murphy, Jimmie Dine, Ernest Koebe, Wallie Duncan,
"Miller" Higgins

The FF gang went wild. Selden led with a strike and a spare. Conlin, Flower and McColgan followed with spares and when it was over the FF crowd had won by 48 pins, making them two points, one for the string and one for the total pin fall.

One amusing thing that happened was when an

old cannon ball was taken from the public square and used in the bowling. Ask the Main Mill fellows about it.

The FF crowd wish to go on record as saying that the Main Mill gang were the best lot of good sports with whom they have ever bowled.

BIRD CLUB GYMNASIUM

After several weeks of intensive work on the part of the carpenters, plumbers and other workmen, the Bird Club gymnasium was declared complete, and the class held its first meeting November 2nd. Judging from the joyous sounds issuing from the building on the opening night, the class had a maximum of fun out of their exercise. At present, there are about fifteen members, with George Murray as instructor, who meet regularly every Tuesday and Friday evening at 5.30 p. m. They all are enjoying it immensely and stand ready to recommend regular work of this sort as an excellent way of keeping in trim during the winter. If you have not joined, come up the next meeting night. Recruits are welcome at any time.

For those who find it impossible to attend the class, the gymnasium is open in the evening. There is opportunity to use the pulleys, take a round with the medicine ball, have a game of handball or shoot baskets. The gym is always warm and there is hot water for the showers all the time. Lockers may be obtained for the asking. If you want to go up, you may get a key from Albert Smith at the Labor Bureau or from William Koehler at the Clubhouse.

BIRD CLUB ENTERTAINMENT DRAWS LARGE HOUSE

A good night, a big crowd and a fine show made the Bird Club entertainment at Bird Hall on Friday evening, November 9th, a record one.

Jack Spratt, a black-faced comedian did some clever juggling and, "to pass the time away," some even more clever talking that brought hearty chuckles from the audience. Everyone liked, too, the pretty Scotch lassie and her realistic imitation of Harry Lauder.

Beatrice, the Wonderful, certainly lived up to her name and kept us guessing as to her real identity. Sincere appreciation of Mr. Emery's "saw" playing was shown in the very quiet house. A peppy orchestra furnished music for the informal dance which brought the enjoyable evening to a close.

The Entertainment Committee has set for itself a high standard, and, if we are to judge by the first, the Bird Club is to offer an unusually good series of pleasant evenings this winter.

The conditions of conquest are always easy. We have but to toil awhile, endure awhile, believe always and never turn back.

—Simms.

GIRL SCOUTS

That the Girl Scouts have done nothing of particular interest to outsiders recently does not mean that they are inactive. On the contrary, they are unusually active, and are "sawing wood and saying nothing."

It is essential that the money to pay the State Quota be raised in a very short time, and the girls have chosen to collect old papers as their way of accomplishing this. It is hoped to get enough in a very short time. If you have any you wish to dispose of, just notify the Girl Scouts and they will take care of them for you.



Company Street at Camp Potomska, New Bedford

"MOVIES"—BIRD HALL

The following pictures will be shown for the month of December:

Saturday, December 1—Jack Holt in "The Tiger's Claw."

Wednesday, December 5—Katherine MacDonald in "Heroes and Husbands."

Saturday, December 8—Marguerite De LaMotte in "Just Like a Woman."

Wednesday, December 12—Dorothy Dalton in "The Law of the Lawless."

Saturday, December 15—Robert McKim and Claire Adams in "The Gray Dawn."

Wednesday, December 19—Marie Prevost and All Star cast in "The Beautiful and Damned."

Saturday, December 22—Jackie Coogan in "My Boy."

Wednesday, December 26—Thomas Meighan in "Homeward Bound."

Saturday, December 29—Cullen Landis and Eva Novak in "Dollar Devils."

"Pathe News" will be shown on Wednesdays. Buster Keaton and Larry Semon comedies will be shown during December.

APPLICATIONS FOR AUTOMOBILE REGISTRATION

We have received a supply of blanks for 1924 registration and will be glad to give or send one to anyone.

The blanks this year do not need to be sworn to before a Notary or Justice.

Labor Bureau.

BIRD CLUB ENTERTAINMENT

Something New and Different

Followed by Dancing

BIRD HALL

Friday Evening

December 14

8:00 P. M.



SOME GOOD LOOKING EAST WALPOLE AND NORWOOD CO-WORKERS HOMES

1. Fannie Murphy, 341 Wash. St., E. W. 2. Gus Hagman, 1322 Wash. St., Norwood. 3. Richard McCabe, 13 Bird St., E. W. 4. John Poulousky, Cor. Pleasant and Water Sts., E. W. 5. (1) Elsie Hertel, 45 Pleasant St., and (2) John Graney, 37 Pleasant St., E. W. 6. Albert Smith, 143 Pleasant St., E. W. 7. M. F. Smith, 176 East St., E. W. 8. Henry Hartig, 318 Wash. St., E. W. 9. Nena Holmburg, 538 Wash. St., E. W. On this house are some of the first shingles made by Bird & Son. 10. Elias Trofatter, 44 Rhoades Ave., E. W. 11. John E. Maguire, 325 Wash. St., E. W. 12. Michael Hawkins, Rhoades Ave., E. W.

Neponset Review

JANUARY, 1924

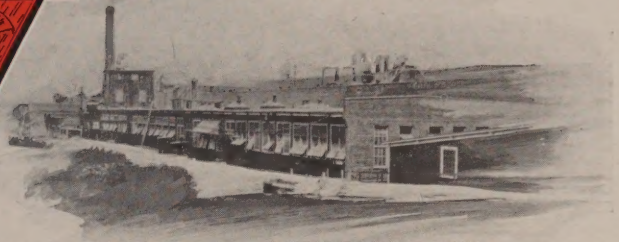
HOLIDAY NUMBER

VOL XII NO. 1

1923

BIRD
NEPONSET
PRODUCTS

1924



BUILDING & ROOFING PLANT
NORWOOD, MASS.



FLOOR COVERING PLANT
NORWOOD, MASS.



HAMILTON, ONT.,
CANADA



PHILLIPSDALE, R.I.



CHICAGO, ILL.



PARENT PLANT
EAST WALPOLE, MASS.

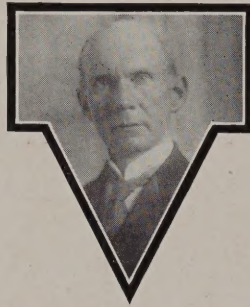


PONT ROUGE
R.Q. CANADA.



*We wish you everything fine for
Christmas and the New Year
Bird and Son INC.*

Mr. Bird's Holiday Message



CHARLES SUMNER BIRD
Pres., Bird & Son, inc.

ANOTHER twelve months has rolled along and our business has steadily increased. A uniform and substantial growth builds the safest business structure. It has never been our policy to increase the size of our mills or to extend our business through high financing. All of our surplus earnings, above the preferred stock dividends, have been used to strengthen the business; in fact, although earned, we have not paid a dividend on our common stock.

During the past five years we have expended a large amount of money for plant additions and for maintenance. We have improved the quality of our goods, intensified our selling methods and strengthened our organization. These things have been done in order to maintain our high standards, render better service and place us in a position to compete with our efficient competitors throughout the country.

A very satisfactory phase of our business has been the increase of ownership of Bird & Son securities. The public has purchased large blocks of our preferred stock. Our employees have become important investors in our securities. That is as it should be. Our business is no longer the business of a few persons as it was some years ago. It has become the business of a large number of people. That, surely, is a safe and sound situation.

Of course, there is hard work ahead for all of us, from the top to the bottom, but if we pull together in the future, as we have in the past, the reward to workers and to stockholders will be adequate and secure.

Our greatest asset today, as it has always been, is the splendid spirit of co-operation that exists throughout all our plants.

A Merry Christmas and a Happy New Year!

Charles S. Bird

All Divisions Look for Big 1924

THE MEASURE OF SUCCESS

At the end of the year auditors come around to audit our books. According as the business shows profits, we call it a successful business. Bird & Son has always been successful because the institution has been built up on sound lines. We are an organization of good workers, producing quality products. We are bound to be successful if we live up to the spirit of the past and are zealous in keeping the same ideals always before us.



P. R. Allen, Vice-Pres.
General Sales Manager

At this time of year most of us make an audit of ourselves. Have we gone ahead or gone behind since our last audit? What is "Success"?

Some of the most interesting and inspiring stories ever written are those about real people who have fought a good fight and are doing the best

it is humanly possible to do with their lives.

Wells, the author of "The Outline of History" (which, by the way, is a great book), gives one of the best definitions that I have ever seen of "success." Let us use this definition in making the audit of our own for 1923.

"Success is something more than just getting on and stirring one's fellow creatures to envy, respect, and tiresome attentions. Besides the Failure that looks like Failure, the sort of Failure we all know about, there is the Failure that looks like Success.

"Wealth, notoriety, place and power are no measure of success whatever. *The only true measure of success is a ratio of what we might have done on the one hand and the thing we have made of ourselves on the other.*"

I send along Best Wishes, a Merry Christmas and a Happy and Prosperous New Year to all associates in the business.

Philip R. Allen

THE JOYS OF YOUR OWN HOME

As Christmas approaches, it is a very natural thing for each individual to call to mind some particular memory which is always linked with the thoughts of Christmas. To me, when I think of Christmas, comes the thought of the old-fashioned New England country home.

The picture I have in mind is a home, nestled in the valley, far from the busy city. Within, all is comfort and cheer. The kitchen is a large, roomy one; the living room is pleasant and has a large fireplace around which young and old may gather for an evening's fun. The atmosphere of the whole place is one of happiness and content.

Of course, we cannot all have an old-fashioned New England home such as I have described, but it is a fact that every human being realizes that he should have a home and that, if he is a married man or has someone dependent on him, he should own his own home.

It was harder for the people who, 50 and 75 years ago, established these old New England homes to meet the situation than it is for the people of the present generation. There is no good reason now why any man cannot own his own home if he lays his plans with the definite purpose of doing so.

Our old New England settlers established and maintained their homes by work. I want to tell you, my friends, that the secret of owning your own home is work. I have spoken about this before, but it is none the less true today than it was in the past and will be as true in the future.

I have heard the remark that everything costs more now than it did in the old times. I am not giving much consideration to this point for the reason, my dear friends, that it has nothing to do with the fact that you do not own your own homes.

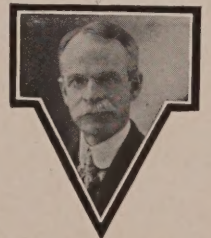
The automobile is one of the big reasons that large numbers of families are living in unsatisfactory houses, are paying rent and neglecting to keep in sight the joys and pleasures that they might have if they owned their own homes, at some point in our glorious old New England States.

You have no right to own an automobile until you own your home. You may say that the automobile is a very inexpensive addition to your home equipment. Nearly every make of automobile can be purchased today on a future payment plan. Some cars can be purchased for a sum as low as \$5.00 per week. Many will say that the small sum of \$5.00 per week could readily be spared from the family treasury and, as compared to the amount of pleasure it would give, would amply repay them for the sacrifice.

But do you realize that \$5.00 per week is only a small part of the expense entailed in the addition of an automobile to your home equipment? There is the question of upkeep, of gasoline and oil, of insurance, and there is no end to the expense. And do you realize that \$5.00 per week would pay the interest on a home costing more than \$4,000?

We already have a large percentage of home owners in our organization, probably larger than in most organizations of our size. You take pride in owning that home and you are in the class of people that I hope will increase in New England rather than diminish. I wish you all great joy in your homes.

And now, one last word to you who do not own your homes. A few years hence, will you take



George R. Wyman
Gen. Manufacturing Mgr.

more pleasure in a trip out to the back yard where you may view a dilapidated or broken down rattle-trap which represents so much of your hard work—the automobile which you took so so much pleasure in purchasing and which gave you and your family so much pleasure for a few short years? Or will you take more pleasure, as you go over a rise in the ground, in seeing a cozy, comfortable home of your own waiting for you which will prove a joy to your family and yourself, not for a few short years but for a lifetime?

To all of our mills and departments I extend a most hearty Christmas greeting and best wishes for a Merry Christmas and a Happy New Year.

George R. Wyman

GOOD WILL

What is good will in business? It is a valuable asset, an intangible and mysterious commodity, although it has no existence apart from a business itself. Every day it is bought and sold, brought to us and given out by us.

How is good will produced? By giving courteous, attentive consideration, especially to details and correction of all mistakes. Courts often define good will in manifold terms, sometimes

long, at other times by short definitions, but they amount to the same thing. Lord Elton, a celebrated British Jurist, defined it as "the probability that old customers will resort to the old place."

A conception of good will in most cases is the amount one would be willing to pay solely for the privilege of continuing an established business.



E. H. Bartlett
Division Sales Manager

Most of us are either making or destroying good will in our daily work. The valuable employee is the one who builds up through helpful and constructive service and loses no opportunity to correct the faults of others who destroy or retard the established and growing good will of any institution.

It is very doubtful if one is ever burdened with too much of it. A surplus would mean the best of insurance. One can never tell when the wrong answer, either verbal or written, may knock the props out, cause suffering, ill-feeling and loss of prestige that might take years to overcome in eliminating bias and prejudice caused by heedless and thoughtless expressions or doings.

Let us all think well of our every act and deed. Ponder, reflect, if necessary, before the final commitment. Add to the good will we have inherited that future posterity may have as good if not a better standard than what we found when we started to make good will for ourselves and those whom we serve.

At this season we are taking inventory of our deeds, reflecting on our short comings and pledging new resolves for the New Year to come. Let us not overlook one of the most important features, essential and necessary for the solvency of our business today, and that is—to create and maintain good will for the mutual benefaction of all.

Elmer H. Bartlett.

CREDIT DIVISION OPTIMISTIC OVER 1924 OUTLOOK

In spite of the fact that there have been quite a few articles written advocating delay in building because of a possible reduction in cost, I am optimistic enough to believe that the year 1924 will see a continuance of the building program. When we consider the large demand for homes and the lack of building during the war period we are still very much behind the needed number of houses.

Our financial foundations are extremely strong. Savings have increased and money is easy. Fluctuations will occur during the coming year in many lines and whatever we get will be because we are everlastingly keeping after it.

Collections have been extremely good with us this year, which we believe is due to the fact that we have, so far as possible, tried to co-operate with our customers; first, in getting them to present their problems to us and then working them out to our mutual advantage.

H. H. Miller.



H. H. Miller, Treasurer

BUILDING & ROOFING SALES DIVISION Every Year is a Good Year for the Go-Getter

Today one of our best dealers said to me—"I have heard a good deal about dull times in the territory in which I operate. It is true that some of the mills have been closed or running on part time but the increase in our business this year is remarkably satisfactory. I take it that the reason is, we have not listened seriously to any talk of poor business but have said to ourselves that there is plenty of business in our territory if we go out and get it, and we did go out and get it. I have come to the conclusion that whether general business conditions are good or bad, there is plenty of business to be taken by the merchant who does go out and get it."

The Go-Getter always gets the business. There is a big business in every territory which we are not now getting. The harder we work the more of that additional business we will get.

Building conditions will be just as favorable, perhaps a little more favorable next year than this

year, but there will be just as many roofing manufacturers in existence and they will all be working just a little harder, and that means that their salesmen will be a little better and working a little harder. The sales force that has the most Go-Getters is going to get the business.

I know that I voice the sentiments of all the salesmen when I say, never has this department been helped so much by other departments as this year. The mill has given us splendid service.

We extend best wishes for a good Christmas and a prosperous 1924 to our dealers and associates in business.

P. H. Bailey.



P. H. Bailey, Sales Manager
Building and Roofing Div.

GROWTH—PAST, PRESENT, AND FUTURE

By the time this issue of the *Review* comes from the press another year will have passed by. In many respects it is a year that we can look back upon with considerable satisfaction. Perhaps the most noticeable item of moment is the fact that a greater volume of tonnage was shipped from our Building and Roofing Department during 1923 than in any year in our history.

We continue to grow and expand and it might be well to pause for a moment and give some thought to the cause of this continued development. Is it conditions? Perhaps so, but only in a small way. There were concerns in business a year ago that are not in existence today. As a matter of fact, the explanation is that every man in our organization is growing and this concern, being nothing but the sum total of the men in it, is expanded automatically by the pressure inside—the pressure of the added stature, breadth and courage of its men. Better still, this growth is not confined to ourselves—the seed is being planted in the organizations of our dealers and agents throughout the country. As a result they find it more and more profitable to sell Bird & Son's Building and Roofing products.

We must always keep in mind the salient fact that unless we do everything in our power to foster and assist in the development of the business of our dealers, our own development will be limited.

The Eastern Division salesmen did a splendid job in 1923 but let's not allow ourselves to feel satisfied with this. We should analyze past successes and failures and give careful thought and consideration to plans for the future. We must continue to render service to our dealers and make them realize, by the results we produce for them, that the Neponset line of Building and Roofing products is by far the most valuable one for them to handle. We cannot afford to let up in our efforts for an instant—"We must keep climbing—anybody can run down hill."

A word in regard to the future—this country is still in need of thousands of new homes and thousands of others will have to be re-roofed. This means that building conditions will be just as favorable in 1924, perhaps more so, than they were in 1923. What is more, Bird & Son salesmen are better equipped and more thoroughly prepared than ever before to assist dealers in getting their share of this business.

We hold as our proudest possession the friendship and good will of those associated with us in this business. We want to get better acquainted with the dealers who sell our products, the carpenters and builders who use them, the architects who specify them and the consumers on whose buildings they are applied and we want them to know us better. For this reason we are always glad to have them visit our mills where an old-fashioned welcome awaits them.

To these, and to everyone else, we wish unmeasured happiness during the whole of the new year.

W. E. Hale.



W. E. Hale
Eastern Sales Manager
Building and Roofing Div.

SALES SERVICE DEPARTMENT

Building and Roofing Department

On the first of October this new department was established. Close co-operation with our Salesmen and Dealers should produce valuable results in supplying dealer helps, coordinating advertising matter with our sales campaigns, and, in short, rendering every possible Service within the power of the inside organization.

This department will have supervision of sales statistical work, and will endeavor to interpret all available statistics into useful form.

It is hoped that our Dealers and our Salesmen will help make this department successful by presenting to it any suggestions they may have, and likewise any problems which confront them, particularly those relating to advertising, sales expansion and special campaigns.

H. J. Johnson.

THOUGHTS ON 1923—AND TIME IN GENERAL

When I was young, the days were long,
The years were endless, drifting by;
If I remember—right or wrong—
I never knew how time could fly.

But lately I remember when
A new year comes with youthful tread,
I turn and look and turn again
To find another year has fled.

Why, it was only yesterday
When Nineteen Twenty-Three was born,
Yet now he's old and bent and gray,
Forsaken, broken and forlorn.

FLOOR COVERING DIVISION

Our Tasks for 1924 Difficult

The outstanding event for the Floor Covering Division in 1923 was the installation of a 24-frame rug machine. This new unit is now in operation and will give us a production for 1924 nearly double that of 1923.



H. E. Sawyer, Jr., Sales
Mgr. Floor Covering Div.

Because of the heavy demands for our merchandise it was necessary throughout 1923 to make extensive substitutions in patterns. While irritating to our customers, it was the only way in which we could keep them supplied with merchandise. We wish to thank them for their forbearance and co-operation. Added production for 1924 should enable us to fill orders more nearly

as specified.

The year 1923 was by far the largest in the history of our Floor Covering Division. This fact is exceedingly gratifying. It is not our purpose, however, to make the largest amount of felt base, nor to have the greatest number of customers on our books. We are determined to make the best felt base on the market and to have satisfied, loyal customers linked up with our Sales Department, not in the generally accepted sense of being dealers but rather as partners or accredited agents of Bird & Son, inc.

Realizing that our success depends to a very large extent upon the degree in which our customers are sold on our merchandise, we have organized a Sales Service Department. This Department will be able to offer valuable suggestions and helps to our customers in connection with the sale of our products, and also be instrumental in instructing their salesmen relative to the advantages of our merchandise.

The problems for 1924 are far more difficult than any which have faced us in the past. We believe that a general improvement in our line of patterns, plus more intelligent methods of helping customers dispose of their merchandise will make the 1924 proposition which we have to offer sufficiently attractive to insure a satisfactory volume of business for next year.

The Floor Covering Sales Department is greatly indebted to the Manufacturing organization for the spirit of harmony and understanding which exists between the two departments.

I would like to take this opportunity of expressing my appreciation to our customers and the entire Floor Covering Division of their sincere loyalty and co-operation, and to wish them a Merry Christmas and a Happy New Year.

H. E. Sawyer, Jr.

If you can't have things done your way, jump in and do your darndest to get them done the other way.

EASTERN DIVISION READY FOR LARGE 1924 FLOOR COVERING BUSINESS

The Eastern Division of the Floor Covering Sales Department has had an extremely successful year. We take pride in the fact that our sales are far ahead of last year's.

Circumstances have undoubtedly helped us. Business conditions have been excellent. There has been a shortage of Felt Base Floor Covering. Our national advertising has borne fruit. Yet even so, we feel that every member of the sales force has a good deal of which to be proud.

The most important part of our work in 1923 has been to lay plans and to equip ourselves to sell, in 1924, the increase in production from the new machine. We are confident today—even granted that conditions may not prove so satisfactory and that competition will undoubtedly be far keener—that in 1924 we will do our full share, and more, in selling the new production.

The Eastern Division wishes everyone a very Merry Christmas and a Happy and Prosperous New Year.

W. B. Rogers, Jr.,
Eastern Sales Manager.

WESTERN DIVISION ENTERS 1924 WITH ENTHUSIASM

The Western Floor Covering Division seems to be getting a reputation for being over-optimistic. We claim we can prove a right to our optimism.

1924 is going to put 1923 in the deep shade, and we *will* prove that next year. 1923 has pushed 1922 off the sales map, and we *have* proved that this last year.

Never at this time of the year have we had so many bona-fide future orders. Never at any time of the year have we had so many patterns that the dealers are really begging for, so attractive a sales and merchandising policy for the dealer; and so live and able a bunch of enthusiasts for BIRD'S Neponset Rugs and Floor Covering—in the office, on the road, and in dealers' own sales forces.

Do we have to say more to convince you that our high enthusiasm is quite reasonable?

The Western Floor Covering Division wishes you all a Merry Christmas and a Happy and Prosperous New Year.

R. W. Wescott,
Western Sales Manager.

NEW DEPARTMENT TO AID FLOOR COVERING SALES DIVISION

Recently, there has been organized a Sales Service Department to cooperate with the Floor Covering Sales Division. Already it has entered on the work with enthusiasm and it is expected that during the coming year it will prove of increasing helpfulness. The purpose of the department is twofold:

1. To create interest in our merchandise among prospective customers, and
2. To help our present customers increase their sales of our merchandise.

This will be done by the development of sales, by sales letters and by field work.

C. W. Alexander.

BOX DIVISION BUSY IN 1923—READY AND EAGER FOR MORE BUSINESS IN 1924

The year 1923 has been a busy one for the Box Division. We have increased our output to take care of the increased requirements of our customers, and the tonnage produced this year has been the largest in our history. Bird's NEPONSET Fibre Shipping Cases are being used by an ever widening variety of manufacturers and

shippers, and we have added to our list of customers some of the largest manufacturers in their particular lines in the country.

Our plans are being made for increased and improved equipment which we believe will make our schedule more flexible than ever before, and this is going to make it possible for us better to meet the

requirements of our customers.

The tendency in all business, we believe, has been to carry limited stock, and this has meant a very much larger proportion of rush orders. The manufacture of solid fibre cases is fundamentally a mill operation and requires more advance planning than the manufacture of wooden boxes or other styles of containers. We are always glad to extend ourselves to take care of a customer's requirements, but do ask them for as much advance booking of specifications as possible.

We have been pushing the sale of Neponset Shoe Cartons, and during the latter part of the year have added several new accounts to our list with the regular machine installation. There has been a substantial increase in our orders for Tack and Screw boxes over last year, and sales of Neponset Waterproof Paper Flower Pots have also shown a considerable increase.

We want to express our appreciation of the fine spirit of co-operation shown by all departments in working out the many sales problems with which we have been confronted this year, for it is only in this way that we can carry on and assure success.

Making a better product today than ever before, we are looking forward to a prosperous year and increasing business, and can assure all of our friends that our watchword for 1924 will continue to be as it has in the past, "QUALITY and SERVICE."

C. H. Andrews.



C. H. Andrews
Sales Mgr. Box Division

SPECIAL PAPERS

Faith, courage, love and hard work has built our great country, our industries and our homes.

The development of Special Papers also plays its role in the march of industrial progress.

Little we realize that paper can be made as hard as a rock or as soft as velvet, or its structural basis, which is cellulose, changed by chemical treatment to a product of imitation ivory. Neither have we heard the last of rubber latex in the manufacture of paper.

Thus as we are striving onward, each one with his problems, we pause as the 25th of December arrives and with that feeling of good will which flashes around the world, we wish one another a Merry Christmas and a Happy New Year.

W. E. Hicks
Sales—Special Papers



W. E. Hicks.

THE BEGINNING OF THE NEW YEAR

A Time for the Taking of Inventories and the Making of Budgets

The older each one of us becomes the faster time seems to fly, which is at least partially explained by the fact that each year we become busier and busier, taking on new duties, and becoming wrapped up in more things.

Another year has elapsed, and it seems almost more quickly than any preceding one, and the time arrives for taking inventory. But this is the time not only for the taking of inventory of merchandise and raw stocks, but of many other

items besides, such as the sizing up of our own individual job and how well we have performed it compared with previous years, and how well we have worked in and co-ordinated with the others in our own department, and how our own department has co-ordinated and co-operated with the other departments of Bird & Son. For in

the final analysis each of us is one unit in a great human machine, and each can very decidedly help or hinder the operation of this great machine as a whole according to the degree of efficiency with which we function in our own particular job. We must improve, and progress, and go ahead, steadily and surely, or we are going backwards. This is truer now than at any time in the past because of the very keen competition in all lines of industry and commerce which exists today. But it is unreasonable to suppose or expect Bird & Son as an institution to progress unless each member individually does his part,



R. C. Floyd
Asst. to Vice Pres.

Most everything in business life is judged relatively and the results of one year are analyzed and compared with the results of previous years. Looking back over the past decade I am sure I am safe in saying that there never has been a time when Bird & Son has had as able an organization as exists right now. Referring particularly to the various Sales Departments, we have never before had so strong a personnel both in our outside force and in our inside force as we have today. This is due to two things. First, we are selecting additions to our line-up with extreme care. Secondly, after selecting them we are sparing no time or effort in the training and educating of them for their particular work, because we consider every man we take into our employ a real investment. This has resulted in each individual acquiring an earnestness of purpose and in his having a very clear and definite aim of what he is trying to do and what goal he is striving to reach. Furthermore, this has resulted in our having a very constantly decreasing labor turnover in these departments.

Keynote of Sales Promotion Departments

Another very definite step we have taken during 1923 has been the installation of our Sales Promotion Departments—an exceedingly important unit in our organization in making more efficient the work of our Sales Departments and in the tying up of our older dealers closer to Bird & Son, as well as the obtaining of many new dealers on our books. This division has already taken great strides forward during the few months of its existence and is bound to figure even more prominently the coming year. Real co-operation and actual service between ourselves and those who represent us in the outside world is one of its keynotes.

As stated above this is the time for the taking of inventories of more than one kind and the reviewing of the year past. But it is also the time for the setting of budgets and the looking ahead to the year to come. The budgets of the various Sales Departments for 1924 will be to endeavor firmly to keep strong those channels which we consider now to be strong, and to strengthen constantly those which we feel are not now so strong as they should be. This refers to both the inside and outside department of each separate Sales Division, the relation of each Sales Division to the other Sales Divisions, and the relation of the Sales Branch of Bird & Son to the Manufacturing Branch and to Bird & Son as a whole.

Business is like a great game, hard fought, keenly contested, and with never a let-up; one in which the competitors are many, but the real winners few.

Richard C. Floyd.

GOOD WILL

"Good will toward men" is a sentiment to be found in the Christmas hymn.

"Good will" is likewise found in the balance sheets of corporations. It is the one and only expression of sentiment permitted in the coldest analysis of business. It may be worth a mill or a million. It may be a priceless asset or an illegal subterfuge.

Bird & Son may proudly express its Good Will—you cannot calculate it in dollars. It must be maintained in the satisfaction of those who finally buy our goods. It must continue between all factors of our business. It is the easiest to maintain and the costliest to lose. Its enemies are dishonest goods, unfair comment, or stinted effort.

A Happy New Year—it promises to be prosperous.

D. A. Chase.



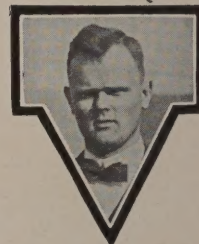
D. A. Chase
Asst. to President

ACCOUNTING DIVISION EXTENDS GREETINGS

We can mention numerous changes and improvements, but will not toot our own horn. RESULTS COUNT. With the continued co-operation of all departments, the Accounting and Cost Departments will carry on. Here's to you all!

Merry Christmas and a Happy, Prosperous New Year.

A. H. Anderson.



A. H. Anderson, Auditor

CANADA

Here in Canada we have looked with some degree of envy upon the prosperity of the United States during the past year. The "come-back" from the business depression of almost three years ago in Canada, has not been so rapid as in the States, but I believe it has been a safe and sound recovery.

Times like these put men, policies and products to the acid test, and it is gratifying when we take account of stock at the end of each year to find Bird's policy stronger than ever, our fellow workers more loyal, and our products still speaking for themselves of their superiority by the actual test of time.

Next year will be just what we make it—no more or less. I wish all members of the ever increasing Bird family, a Merry Christmas and Happy New Year.

W. R. McNeil,



W. R. McNeil, Vice Pres. and
Gen. Mgr. Bird & Son, Ltd.

Chicago 1923 Optimism Justified

1924 Conditions Look Even Better

BETTER EQUIPPED TO GIVE SERVICE

It hardly seems possible that a year has gone by since we were called upon to write an article for the *Neponset Review* of 1922, but such seems to be the case, and we are rather pleased to find on looking back over the past year's records that the feeling of optimism expressed a year ago was justified nearly 100%.

We feel that the year 1924 holds even better things in store for us at Chicago because we believe that conditions in the farming communities that we serve are rapidly improving and that our clients are going to be in a position to demand more and more of our materials as these conditions get better. We feel that we are even better equipped than we were a year ago to give our clients service in every way: (1) by giving them quality materials, (2) prompt shipments as required, and (3) hearty cooperation with our 50-50 advertising.

Someone has said that eternal vigilance is the price of peace, and it is just as true that eternal vigilance is the price of business success, and it is only by watching every step of progress from raw material until it gets on the roof of the consumer that success will rest with us, and we feel sure that that's exactly the spirit that permeates this organization.

We want to extend to all customers and friends our heartiest wishes for a Merry Christmas and a very Prosperous and Happy New Year.

F. H. Hird.

THE LATCH STRING ALWAYS OUT FOR OUR DEALERS

The improvements made in the Chicago operation during 1922 and 1923 in quality of finished products, service to customers and inside sales were first noticed and probably most appreciated by salesmen in the territory. The progress made is reflected in sales for 1923 and will even in greater measure help field work in 1924.

We look for no less competition and no easier work in 1924. Competition will be even more keen, if anything, but increased confidence in the rightness of Bird & Son policies, the quality of our products, and increased cheerfulness and

loyalty because of progress made this year give us real reason to be optimistic.

Despite the distance our mill is from the "Loop" and the "bright lights," more of our dealers have visited us this year than previously and we urge all who come to Chicago to do so. Particularly do we selfishly ask them to have those of their sales organization who come in personal contact with their customers visit us. It helps us better understand how to fill their needs and serve them, and an understanding of our manufacturing processes, a personal acquaintance with our department heads make business relations happier, — and selling roofing more interesting.

We wish to all a Happy Christmas and a most Prosperous New Year. Come and see us during 1924.

A. S. Downey,

"BETTER BUSINESS FOR BIRD" OUR 1924 MOTTO

The past year has shown a considerable gain in volume of units shipped from this Plant and we see no reason why the coming year of 1924 should not show a still further gain.

The mechanical improvements, the simplification of our line of products and the manufacture of the Paroid Roofings here during this past year have gone far to better the quality of our product, as well as to reduce wastes and costs.

The spirit of every man in the Mill is to give the best he has in an effort to lead the other Bird Mills, for in so doing he feels he is around the top of the ladder as far as high quality, less waste, more production and lower costs of roofing go.

The Mill is behind the Sales 100% and the Sales in return are 100% for the Mill, and with this feeling we are looking forward to the year 1924 with high hopes.

Here's wishing all employees of Bird & Son's mills a Merry Christmas and a Happy New Year.

W. W. Wilson.

Andy Spiers planned to move into his new home in Morgan Park, December 1.

Messrs. Kerr and Oehler, of the Safecote Mills, Millis, Mass., visited the plant last week.

Fritz K. Becker, of the Bird Machine Company, visited the plant for a few hours Thanksgiving week. He and Ben Roberts had an interesting chat on "old times" in the Air Service in France.

Several records were made or tied during the month of November, while the "time down" showed to a minimum.



F. H. Hird, Mgr.
Bird & Son, inc. Chicago, Ill.



W. W. Wilson
Mfg. Mgr. Chicago



A. S. Downey
Western Sales Manager

Greetings from East Walpole and Norwood Plants

ASSISTANT MANUFACTURING MANAGER HAS MESSAGE FOR ALL

This year has been one of steady growth and normal development. Practically every department has expanded either by new construction or by increased production capacity. Our superintendents and foremen have grown by assuming larger responsibilities and undertaking to carry their full share of the work.



S. B. Montgomery
Asst. Mfg. Mgr.

Relations with other departments have continued to be most cordial. We have enjoyed more fully this year than ever before a contact with our customers and dealers through their frequent visits to our plants. I take this opportunity to thank all those who have helped to keep up the spirit of good fellowship that has made our relations so pleasant.

Besides the usual good wishes of the season, here is a message for 1924—*Let each one undertake to his utmost capacity his full burden of responsibility and work, forgetting the petty and the personal for the good of the whole.*

To each and everyone a very merry Christmas and a prosperous and useful New Year.

Spencer B. Montgomery.

CAREFUL WATCH KEPT OVER SOURCES OF SUPPLY

During the past year materials have for the most part been in good supply. Deliveries, except for short periods in the earlier part of the year, have been good. Considerable price fluctuations have occurred in some materials; in others there have been advantageous price declines after the slowing up in the early summer.



A. H. Russell
Purchasing Agent

It is essential that our manufacturing departments be assured at all times of a steady flow of material of high quality and uniform in character. For this reason, special care is given to securing dependable and adequate sources of supply, particularly in the case

of those materials used in considerable quantities.

A number of new arrangements have been made in some of our sources of supply which it is believed have been mutually advantageous and which it is expected will continue.

The trend of business and prices for the coming year has been discussed at length in the public print by those who give time and thought to these matters. From these and other sources each of us is able to form his own views and plans.

A. H. Russell.

1923 MAIN MILL PRODUCTION EXCEEDS PREVIOUS YEAR

In practically every department of the Main Mill production has exceeded that of 1922. The paper machines ran very steadily throughout the entire year. In the Finishing Mill and No. 2 Box Shop the production has been about normal and in No. 1 Box Shop the production of fibre cases has greatly increased.

We have gained much knowledge in our various processes that has enabled us to bring the quality of our products to a still higher standard. This has been accomplished by the excellent spirit of cooperation that exists throughout our organization. We feel that each individual has done his best in assisting to accomplish the results obtained.

I wish to express my appreciation at this time of the loyal helpfulness of the organization and to wish a Merry Christmas and Happy New Year to all.

Stephen W. Smith.



S. W. Smith
Supt. Main Plant

CONSTRUCTION WORK AT THE MAIN MILL IN 1923

The demands for power reached the point where it was found necessary early this year to add new boiler room equipment. A new 823 H. P. unit with stoker was installed and has been operating several months. A new heater and feed water pump are also being installed in the boiler room and the old feed pumps are being moved from the old heater house.

The coal pocket and gantry crane have been completely reconstructed.

An emergency Edison power supply of 1000 kw. has been contracted for and work of installing transformers, cable, and substation is under way.

The principal improvement in the mill is the installation of a new Shartle breaker beater. This will have sufficient capacity to prepare all body stock for both No. 2 and No. 5 machines.

Two new building additions have been made this year. SD2, the dry paper storage building, has been widened and the extension will provide storage for 250 tons of paper.

The section of SR1, raw stock storage, which burned in 1921, has been replaced with a substantial building.

An effort has been made this year to improve the physical condition of our buildings and extensive repairs have been made to roofs and walls.



C. W. Conrad
Plant Engineer

As a result the plant buildings are in excellent condition.

Every good wish for the coming year.

C. W. Conrad.

LABORATORY BUSY ON USEFUL AND IMPORTANT INVESTIGATIONS

Several important investigations and developments have been completed during the year, and although research and development work are necessarily slow, there is a feeling of confidence and enthusiasm here that is surely desirable.



E. L. Connolly
Chief Chemist

Almost any apparently simple problem becomes complex before an investigation is completed, but by the gradual elimination of unknowns we should get a problem easy to solve and a product the quality of which can be controlled.

Perhaps the most fruitful source of investigation from a laboratory viewpoint is the products complaint card. The complaints should be considered frank, fair criticisms and if followed up very closely should work out to the advantage of the mill and the customer. The more we know about the uses and requirements of the products sent to our dealers and customers, and the closer the co-operation, the greater the satisfaction.

The pleasant relations with other departments have meant a great deal to us and we appreciate the help and splendid co-operation that we have received.

Our best wishes for a Merry Christmas and a Happy New Year.

E. L. Connolly.

OPTIMISTIC GREETINGS FROM BOX SHOPS

Another year! Again the things which seemed impossible the previous year have been accomplished. It is with this thought in mind that we can indeed look forward to a bright and happy future. When, during our busy calendar, is this

thought more appropriate than at the holiday season when we are about to start another year of accomplishment? Rightly, too, it is a season of gladness and we can well rejoice with our fellow men. It is our good fortune to be a part of a great organization continually looking out for the welfare of its people, forever keeping abreast with the march of progress.



J. B. Maguire
Asst. Supt. Main Mill

Let us remember the things well done and profit by our mistakes so that the New Year will be, as our carnival posters so aptly put it, "Bigger and Better than ever."

A Merry Christmas and Happy New Year to all.
James B. Maguire.

A LONG, STEADY PULL, ALL TOGETHER, MAKES FOR BUSINESS PROSPERITY

Business everywhere, including our own, is much like a horse pulling a heavy load up a steep hill. The more stops made, the more difficult it is to get started again and over the hill.

When the final results of this year's business are written into the records, then will be inscribed an excellent example of an organization working together to get the "load" up the hill without waste of time or energy.

Many records have been made this year in the various production departments, largely due to the fact that our sales department has come thru in fine style when orders were necessary.

All indications point toward the continuation of prosperity and steady employment during 1924. I am sure that this organization will make the most of it.



P. N. Hills, Mfg. Office
Supt. of Planning

Philip N. Hills.

RECORD OF NORWOOD PLANTS SHOW MANY IMPROVEMENTS IN 1923

The Building & Roofing Plant and the Floor Covering Plant have undergone important additions and improvements in the year now closing. 1923 has been a year of intensive work in the technical departments and in the production departments of both mills; and the important developments are due in large part to the efforts and work of the respective organizations.

Much credit is due to the Assistant Superintendents of both the Building & Roofing and the Floor Covering plants for their leadership and to the foremen and their men for their loyal support.

This month has seen the starting of production in the new Floor Covering Extension, a plant which every member of Bird & Son has helped to make possible, and of which each may be justly proud.

Progress in the Building & Roofing Plant has brought about many additions and improvements, and has resulted in further perfection of machine equipment and operation.

Our products have reached a degree of excellence which we feel will be a source of satisfaction to all who use them.

I wish to express my thanks and appreciation for the many kindnesses which have been done for us by other departments.

E. M. Lines,



E. M. Lines, Supt.
Norwood Plants

THE ROOFING PLANT HAS A BANNER YEAR Exceeds All Past Records

The Building & Roofing Plant can look back over the year and see many of its wishes and hopes for 1923 fulfilled. The organization has remained practically unchanged throughout the year and has settled down into a happy, contented family—dedicated to hard work.



E. L. Chamberlain, Asst. Supt.
Building and Roofing Plant

Several important improvements have been made in our machines to promote quality and to enable us to meet the increasing demand for a high grade product. Our new record for 1922 of tonnage shipped has already been passed and we will raise it

several thousand tons before the year closes.

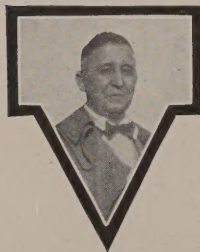
All this vast amount of work, so graciously and so well done, is a tribute to the endeavors of every man who has co-operated to make it possible.

It is a pleasure to wish you all a Happy and Prosperous New Year.

E. L. Chamberlain.

WITH THE NEW EXTENSION IN OPERATION, THE FLOOR COVERING PLANT IS READY FOR THE NEW YEAR

The Floor Covering Plant, in 1923, has undergone what is probably the most important development in the history of the plant. A banner



R. M. Wight, Asst. Supt.
Floor Covering Plant

year was anticipated, and it has proved to be such, in quality, in production, and in improvement of products.

The extension of the Floor Covering Plant, nearly doubling the capacity, has been put into operation this month. It is felt by those who have worked on the plans and construction of this extension that they are a step in ad-

vance of anything up to this time built for the manufacture of felt base floor coverings. Several novel features were introduced into the design of this plant, and their success is a credit to our engineering department, our architects, and to our own organization.

I wish to express my thanks to each of the foremen and the men of the Floor Covering Plant for their loyal spirit and support and I wish to each a Happy New Year.

I wish also to express to the members of other departments appreciation of the many pleasant associations with them; to express thanks for the many ways in which they have helped us this year; and to wish them a Happy and Prosperous New Year.

R. M. Wight.

PHILLIPSDALE LOOKS FOR STRENUOUS 1924

At the approach of the Christmas Season, we realize that another year has passed into history and that 1924 will shortly take the place of 1923.

It is our pleasant privilege to review the past year with a feeling of satisfaction.

The technical control as carried out by our laboratory gives us assurance that every roll of felt that goes out of the mill is up in quality.

We know that 1924 will bring to us some of the biggest tasks we have ever had, and we are ready to face them.

Full measure of success can not come without mutual helpfulness. Everyone must put his shoulder to the wheel

and use his very best efforts in order to bring this about. We don't want to look upon this as a hard job, but as a work that completed will be a matter of personal pride to every man in the mill.

Summing this up in one grand total, we have a great work before us, but with everyone doing his very best and all pulling together, there is not a chance in the world for disappointment or failure.

To all at East Walpole who so graciously co-operate with us and to everyone at Phillipsdale, a Merry Christmas and a Happy New Year.

T. G. Henderson.



T. G. Henderson
Supt. Phillipsdale Plant

PHILLIPSDALE HAS KEPT IN STEP

As we analyze the results obtained at Phillipsdale during 1923 from the standpoint of production, quality and general plant efficiency, we feel that we have not faltered by the wayside. The problems to be met and conquered in 1924 will be more numerous and difficult of solution. If we are optimistic, think intensively, thoroughly organize our efforts and work, the results obtained during 1924 will surely be gratifying.

Best wishes for a Merry Christmas and a Happy New Year to all.

J. Eaton.

QUALITY AND PRODUCTION BOTH REACH HIGH MARK AT PHILLIPSDALE

The year 1923 has been a most progressive year. Our production and quality have been the best the mill has ever had. Only the hearty co-operation of everyone at DP has made this possible, and I wish to thank all those who have helped to make this our big year.

I wish you all a Merry Christmas and a Happy New Year.

Rex Salisbury.



Rex Salisbury, Asst. Supt.

OLD TIMERS AND NEW TIMERS UNITE IN CELEBRATING THE OPENING OF THE NEW FLOOR COVERING PLANT

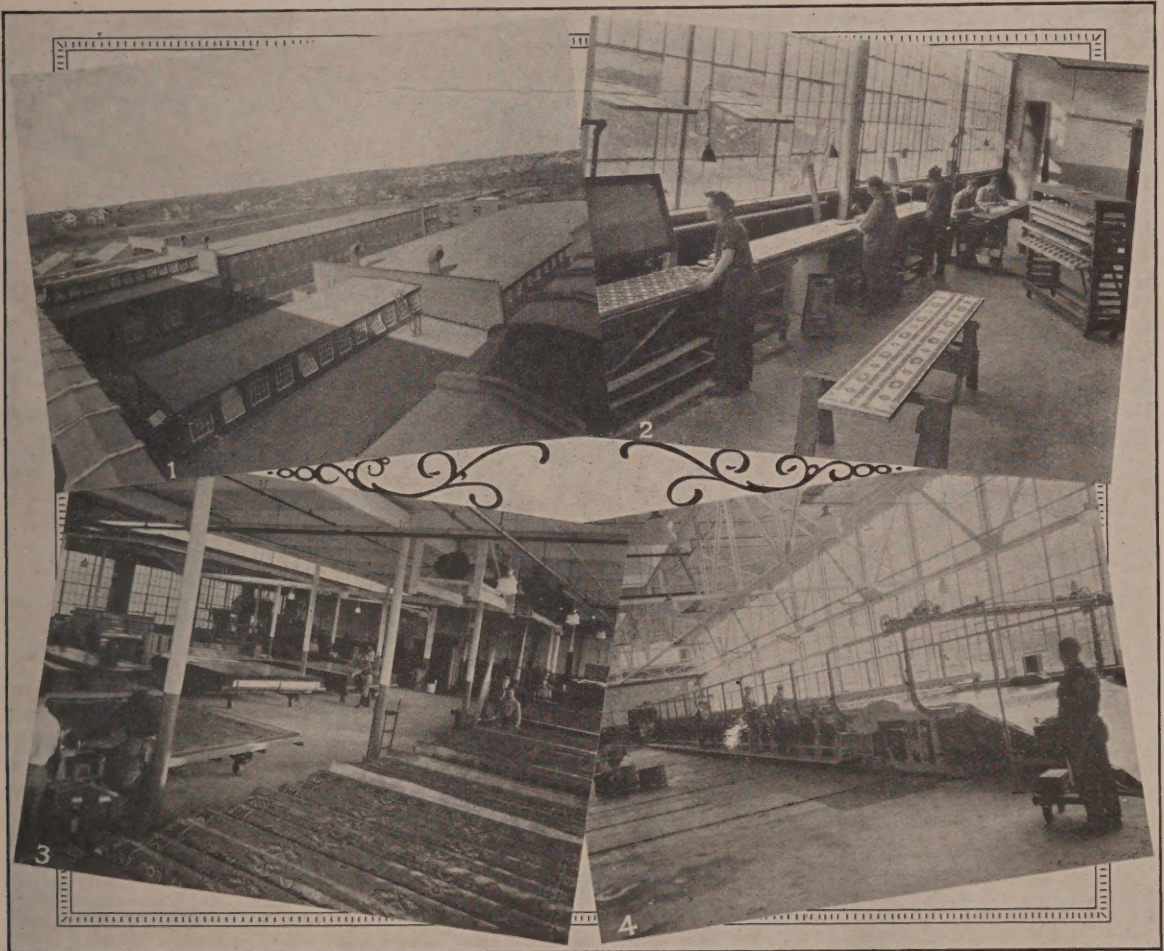
Monday evening, December 17th, was a gala night for the Floor Covering plant, for then the new unit was officially declared complete and rug making was started. The members of the Old Timers' Club joined with Bird & Son, inc. as hosts of the evening and had as guests co-workers and friends, as well as dealers and other friends of the concern. Promptly at eight o'clock, Mr. Bird, after a short, informal address of greeting to his fellow members in the Old Timers' Club and of welcome to the guests, broke the seal of the new machine, threw in the switch, and started the making of rugs.

praise, and the unusual opportunity to see the actual making of floor covering was much appreciated.

To those who wished to see roofing in the making, a cordial invitation was extended to visit the Building & Roofing plant, where they could see felt, which was later to be made into floor covering, being saturated, and shingles being made on No. 1 machine.

After nine o'clock, admittance was granted to the general public and a great many of the townspeople took advantage of the chance to see these two plants in operation.

It was a record-breaking crowd, but a good-natured and happy one, which seemed to thoroughly enjoy the novel entertainment which the opening of the new unit made possible. Great



1. View From Hanger Building showing No. 1, No. 2 and No. 3 Print Room Buildings. 2. New Block Room.
3. Rug Finishing. 4. New Paint Machine.

Under the leadership of competent guides, groups were taken through the Block Room, where the patterns are cut out, to the Machine Room, where many found the process so fascinating that they were reluctant to move on, and then on to the finishing department, where the rugs are waxed, cut, inspected and wrapped for shipment quickly and efficiently. The new building, so well lighted and ventilated, called forth much

credit for the smooth handling of the affair must be accorded to the various committees who handled the details.

The following served:

Reception and Program Committee: G. R. Wyman, Chairman, P. R. Allen, P. H. Bailey, D. J. Cullinane, S. B. Montgomery, C. W. Conrad, H. E. Sawyer, E. M. Lines, W. B. Rogers, E. D. Huggard, Mike Shergals, J. E. Smith, Eli

Chamberlain, S. W. Smith, Andrew Mannimon, John Miller, J. J. Geary, J. J. White, E. H. Bartlett, A. H. Russell, Dominick Treventi, Mrs. Annie Brown, Mary Friary, Mary Scanlon.

Publicity and Ticket Committee: B. D. Rogers, Chairman, H. E. Sawyer, W. B. Rogers, P. H. Bailey, D. A. Chase, Helena White, Anna Duffy, Frank Meyer, J. E. Sheehan, E. L. Chamberlain, B. F. Sodergren, and C. W. Alexander.

Parking Committee: H. C. Jepson, Chairman, Patrick Reardon, Frank Sutherland, Frank Whitehead, John Sheehan, Michael Sheehan, and Robert Roy.

Entertainment Committee: H. H. Miller, Chairman, A. A. O'Shea, W. F. Geary, H. E. Rouillard, J. B. Maguire, F. B. Duncan, and M. J. Hawkins.

Transportation Committee: J. H. Smith, Chairman, A. C. Urquhart, Harry Anderson, Thos. Graney, Robert Fisher, R. G. LaFountain, David Regan, Sr., P. A. Guttormsen, and Emil Sigmund.

Information Committee. R. M. Wight, Chairman, J. F. Maguire, Elmer Jordan, Patsy Sansone, John White, John Selden, James Stowell, Jesse Ghen, Leo Bernier, L. M. Vanderpyl, E. Conlin, J. F. Maguire, B. Seekins.

Members of the Floor Covering organization acted as guides and otherwise greatly aided the committees.

BEST MODERN CONSTRUCTION AND EQUIPMENT IN NEW UNIT

Since early spring, the Floor Covering plant has been a busy place, with laborers, carpenters, bricklayers, painters and steamfitters, hurrying to complete the new unit, which was so proudly opened to the public on December 17th.

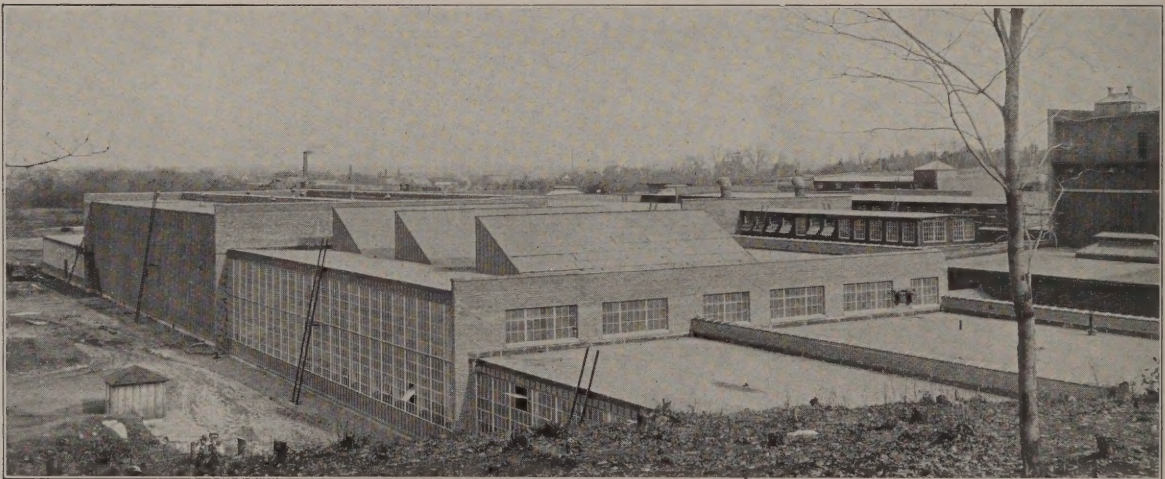
of floor covering were erected at Norwood, fully equipped with the best machinery available at that time. The demand increased so that it was found necessary to install a second machine, which, it was thought, would care for our production needs for some time to come. However, the market has continued to grow so rapidly that this summer the new unit, which has possibilities of doubling our production capacity, was added to the plant.

The best engineering skill went into the planning and construction of the new building so that work can be carried on quickly and efficiently under the best possible conditions. There are four divisions: the new machine shop, maintenance store room and block room; the print room; the ovens and pull-out rooms; and the finishing rooms.

The repair shop provides plenty of space for the advantageous placing of the various machines and for performing the necessary work of maintaining the plant machinery in good condition.

The cutting of the wooden blocks which print the design on the floor covering is a particularly difficult job which entails much fine work. The new block room, with its large windows which give excellent light, is particularly well adapted for its purpose. Fireproof cells have been installed for block storage.

Perhaps the most interesting and important single feature of the new unit is the 24-frame print machine which was made for us by the John Waldron Company, New Brunswick, New Jersey. Seven days after the work of setting up the machine was started, it was in place and operating, a record of which we are all proud. On this machine, rugs having ten different colors may be



View of the West Side of the New Building. Showing Repair Shop and Block Room on Right; Print Room and Ovens, Center; Finishing Room on Extreme Left.

Not so many years ago, in 1893, to be exact, after several years of experimenting, Bird & Son, inc. started the manufacture of felt base floor covering. The demand for the new product grew steadily, and, in 1911 and 1912, the first of our mills devoted exclusively to the manufacture

printed, which gives a wide range of possible beautiful combinations. In order that as much natural light as possible, may be obtained a saw-toothed section has been made on the roof.

Each oven, where the floor covering is baked, has only one rack instead of the usual two or more.

Here special attention has been given to insulation to prevent unusual heat losses. An exhaust fan equipment, instead of natural ventilation, to cool the ovens is also an innovation.

In the pull-out rooms, the machinery for pulling out and winding up the sheets is mounted on individual motor trucks so that they may be moved to any oven required. The rolls of floor covering in these rooms are handled entirely by cranes.

In the finishing room, the sheets of floor covering are waxed, trimmed, inspected, and wound into rolls in ore operation. They are then cut into rugs, finally inspected and carried on movable tables to the wrapping section where they are labeled, wound on individual tubes, wrapped and sent to storage or shipped to the customers.

Throughout the construction, particular attention has been paid to fire protection. The entire plant has been equipped with automatic sprinklers and fire walls have been provided to act as fire shut-outs.

SPECIAL SUGGESTION PRIZES FOR 1924

Everyone knows about the regular award of \$5 for each accepted suggestion and the annual prizes, First of \$100, Second of \$50 and Third of \$25, for the largest number of suggestions accepted during the year.

The management now wishes to announce that two special prizes will be awarded in 1924. These are a First Prize of \$100 and a Second Prize of \$50 to be awarded to those who have submitted the best and second best suggestions during the year, and will be in addition to the regular prizes mentioned above.

It is a well known fact that some suggestions which are accepted during the course of the year are of much greater value than others, and it is the desire of the management to encourage the conception of "big ideas." It is for this reason that this special incentive is being offered.

Here is a chance for you to make big money for your ideas. Put on your thinking cap and see what you can do.

SUGGESTIONS

Out of 90 suggestions accepted during 1923, 46 of them were submitted by 16 men—the other 44 by 44 men. The actual figures on the 46 are:

D. Treventi, FBP, 7; R. G. Fulton, FBP, 6; Adolph Ketty, FBP, 5; John Mattson, FBM, 4; Charles H. Seavey, FBF, 3; Frank Sego, FBP, 3; John Selden, FFF, 3; H. S. McKenzie, EMW, 3; John S. White, FBM, 3; H. Eklund, FBP, 2; F. B. Farrar, ERE, 2; Frederick Fuller, FBM, 2; George A. Goulding, DPG, 2; Allan J. Hill, FFN, 2; John MacAleese, FBT, 2; Thomas A. Smith, FBP, 2; R. J. Stoddard, FBV, 2; James A. Surette, FBP, 2.

These 16 men are well in line for the three prizes for the three largest number of suggestions submitted during the year and any one might easily forge his way into first place by submitting a few worth while suggestions during the time that is left before January 1.

MAIN MILL AGAIN WINS SAFETY BANNER

Only One Accident in DM and Only Two Days Lost Time in November

	Standing	No. Emp.	Accidents	Days Lost	Standing
DM, DF, DV	259	1	2	.986	
FF	250	2	11	.957	
FB	243	2	13	.952	
EM and ER	157	1	17	.927	
FX1 and 2	215	3	24	.906	

The record for November reflects the determination of all divisions to eliminate accidents.

We are gradually gaining in our accident prevention work. We can do better and make our plant the safest in the country. It means thinking SAFETY *all the time*—of our own and of the other fellow's.

Let's start the new year right—

NO ACCIDENTS IN JANUARY.

Safety Committee.

CREDIT UNION COLUMN

Saving ten dollars this week and drawing it out next is, in some ways, worse than not saving at all. Better stick away half or a quarter of that amount and, leaving it alone, let it grow until it amounts to something.

When you fish, bait your hook well, spit on it if you think it helps any, and leave it in the water until you get a bite. Some fellows keep putting the hook into the water and pulling it out so often that they not only catch no fish but they wear the bait all off the hook by friction. When you fish, fish with determination.

And so with saving,—save with determination,

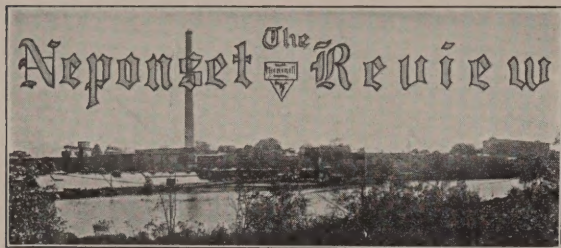
TWENTY-THIRD ANNUAL MEETING
B. & S., inc. EMPLOYEES' MUTUAL BENEFIT
ASSOCIATION will be held in BIRD HALL
TUESDAY EVENING, Jan. 8, 1924, at 8 o'clock

NOMINATIONS FOR 1924 OFFICERS

President	Vice-President
Michael J. Hawkins	Eli C. Chamberlain
Harry E. Rouillard	John Curran
Russell L. Tupper	Dimon E. Merrill
Secretary	Treasurer
Dennis J. Cullinane	John J. Linnehan
Dan Jones	Arthur Mellin
Louis E. Tarr	Henry Morgan
Investigating Committee	
Wm. H. Boyden, Jr.	Frank L. Murphy
John Burke	Rob Roy
John Dower	Ed. Scanlon
Edward Geraghty	Frank Sutherland
(Miss) Edith M. Haslam	John Sword
Herbert C. Jepson	Harry L. Tower
(Miss) Margaret R. Leavitt	Frank Whitehead

Nominating Committee	
Fred Duncan	H. H. Miller
Frank Fisher	Carl Schaier
Wm. F. Geary	Ralph M. Wight

Nominating Committee for 1923 { A. C. Urquhart
Fannie Murphy
M. E. Cavanaugh
D. J. Cullinane, Secretary.



Vol. XII.

JANUARY 1924

No. 1

Published Monthly for the Employees of Bird & Son,
Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

Correspondents

Sales	.	.	.	.	P. H. BAILEY
Library	.	.	.	.	A. S. BLANEY
Suggestions	.	.	.	.	W. M. SMITH
Floor Covering	.	.	.	.	H. E. ROUILLARD
Building and Roofing	.	.	.	.	E. L. CHAMBERLAIN
Main Office	.	.	.	.	M. E. CAVANAUGH
Pont Rouge	.	.	.	.	E. A. DESLISLE
Hamilton	.	.	.	.	W. R. McNEIL
Phillipsdale	.	.	.	.	T. G. HENDERSON
Main Mill	.	.	.	.	S. W. SMITH
Chicago	.	.	.	.	W. W. WILSON
Athletics	.	.	.	.	A. W. SMITH
Health	.	.	.	.	M. R. LEAVITT

Printer
F. R. MEYER

Associate Editor
M. E. CAVANAUGH

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

A NEW YEAR'S WISH

May the New Year keep our hearts and hands busy with productive Toil, leaving neither time nor opportunity for Idleness and Discontent; may it sweeten our daily Bread with the thought that it has been earned by honest Service; may it free us from the Sin of Self-pity by revealing to us a Vision of the Divine Purpose that made Labor the Law of Life.

—Amen.

A CHRISTMAS THINKLET

Christmas is a time for sentiment. Should it not also be a time for thought? Maudlin and unconsidered sentiment may and does work many ills, but sentiment grounded in honest thinking cannot but be beneficial. Christmas celebrates the birthday of that wonderful Young Man of Galilee who based His teachings upon the solid rock of years of serious thinking concerning the relations between man and man. At Christmas time we enter heartily into all the customs that have accrued to the celebration out of the ages. This historic continuity is good, but it seems to me that at Christmas time it were even better for us to think seriously of some of the basic features of the Great Teacher's Message that are manifestly applicable to our individual and collective life today.

The limit of space here forbids an exhaustive discussion, but just by way of suggestion for our

thinking, I name three things that we need above everything else and these are:

1. Intelligence, a knowledge of the true facts.
2. Good will, a spirit of fairness and tolerance.
3. Cooperative Idealism, working together for better things.

Think but for a moment and you will understand that these trace back to the teachings of that Life Whose birthday Christmas celebrates.

Why not think of these things and make of 1924 a year of increased joy and happiness?

H. E. R.

THE EDITOR'S MESSAGE

We wish to all our friends, *Review* readers, past, present and future customers, and particularly to our co-workers who make up our strong and loyal organization, the fullest possible measure of prosperity.

A word to our co-workers. The *Review* is published regularly each month, chiefly for the members of our own organization, to provide a medium for the interchange of news between those of us who are at East Walpole and Norwood, at our Phillipsdale and Chicago plants, as well as at our Canadian plants, and our many salesmen throughout the country. We want to make every worker feel that he is a part of the organization, to increase his knowledge of the business, to help increase his interest and value to the concern, and to strengthen his confidence in it, to promote health, to urge safety first, to widen acquaintanceship, to encourage suggestions and study, and to acquaint all with the activities of our employee associations.

While still keeping its essential characteristics, we have tried to make this number sufficiently broad in scope to interest all of our readers, customers, stockholders and the many others with whom we do business. Because of space, many of our regular columns are omitted or reduced in amount.

We are always anxious to improve the *Review*, and, while we hope that you enjoy our Holiday issue, we shall appreciate your contributions and suggestions toward its improvement.

BIRD & SON CHRISTMAS REMEMBRANCES

Following the custom of the past few years, we are sending all Fellow Workers Christmas Greetings and Best Wishes for the New Year, together with a Xmas Check to those who have been with us for one year or more, according to the length of service.

1 to 4 years inclusive	\$ 5.00
5 to 9 years inclusive	10.00
10 to 14 years inclusive	15.00
15 to 19 years inclusive	20.00
20 to 24 years inclusive	25.00
25 to 29 years inclusive	30.00
30 to 34 years inclusive	35.00
35 to 39 years inclusive	40.00
40 to 44 years inclusive	45.00
45 to 49 years inclusive	50.00
65 to 69 years inclusive	70.00

Bird & Son, inc.

Library



CHRISTMAS GIFTS

"The best thing to give to your enemy is forgiveness; to an opponent, tolerance; to a friend, your heart; to your child, a good example; to a father, deference; to a mother, conduct that will make her proud of you; to yourself, respect; to all men, charity."—F. M. Balfour.

Our library shows an increase in its distribution of technical books, also those on general subjects during the year.

Added interest has been shown in the material in our clipping files which are being extended from time to time, largely through the suggestions of the readers of the magazines circulated in the different departments. Much up-to-date information has been acquired in this way and has proved of service when various problems have come up for investigation.

A good number of books on industrial and technical subjects has been added to the library, and lists are ready for distribution.

We hope to increase our circulation for the future and are always ready to consider the addition of books which we think may prove of real value in solving our problems. There has been a disposition to purchase books through the library and this it is very glad to execute. We trust that this is some indication that our family libraries are being increased in volume and that we appreciate the following words of a wise educator:

"Consider what you have in the smallest chosen library. A company of the wisest and wittiest men that could be picked out of all civil countries in a thousand years, have set in best order the results of their learning and wisdom."

GIRL SCOUTS

On Friday evening, November 23, Mrs. Arthur Mundy of Millis was guest of honor at the regular Scout meeting. Mrs. Mundy was Camp Director at the Senior Scout Camp at Gilmanton, N. H., which several of our Scouts attended this past summer and she was very much interested in seeing our Troop in action. Mrs. F. W. Bird, Mrs. John Broadley, Mrs. Frank Whitehead and Mrs. Mark Whitehead were guests, also. The regular program was followed with the exception that the instruction period was turned over to Mrs. Mundy, who gave a little talk and taught some songs and games. All had formed a wonderful idea of Mrs. Mundy, as the Camp girls had told us so much about her, and none were disappointed—Mrs. Mundy is a real Scout.

During the evening, the following Merit Badges were awarded by Mrs. Mundy:

Olga Anderson—Business Woman, Pioneer, Needlewoman, Cook.

Mary Coburn—Pioneer, Star Gazer.

Grace Broadley—Pioneer.

Muriel MacDonald—Needlewoman.

Captain Smith—Cook.

Gladys Anderson—Pioneer.

Arabelle Bridgham—Pioneer.

Bertha Broadley—Cook.

Blanch Collins—Cook, Pioneer.

Jean Phelan—Pioneer.

Mabel Dole has passed her Tenderfoot Test and Eleanor Whitehead has completed work on her Second Class Test.

On Tuesday evening, December 4, a Thanksgiving Party was held in the Club Room. Sarah Coburn, Catherine Geary and Jean Phelan were members of the committee in charge, and were assisted by Mary Coburn, Blanch Collins and Sophie Ceglarski. The party opened with a vaudeville show, the different "stunts" being put on by the members of the committee. Following this games and dancing were enjoyed, and refreshments were served. The committee in charge was given hearty thanks for the "best party ever."

HEALTH COLUMN

Shoes and Posture

Correct shoes are an aid to correct posture. Nature intended that we should stand with the feet nearly parallel. The strong walking posture is *toeing straight ahead*. This uses the full spring of the foot and results in the longest step. *Toeing out* throws the weight on the inner side of the foot, which rolls inward, giving a weaker spring and shorter, more waddling gait.

What is a Correct Foot-Form Shoe?

The correct shoe may be generally described as follows:

1. *A straight inner border*. Nature put the big toe on the inner side and made it straight.

2. *A long shoe*, with rounded toe, allowing room for all the toes to spread when the weight of the body is upon them.

3. *Broad low heel*, running well forward. This gives steadiness and acts as a shock absorber. Rubber helps.

4. *A flexible shank* gives the foot muscles normal freedom. Lacing should make the shoe grip the instep snugly.

Forget Your Number and Ask the Salesman to Fit Your Foot!

Of equal importance with a well shaped shoe is the correct fit. Manufacturers' numbers for sizes are not safe guides. Size numbers are measured from the heel to the widest point of the toes, and each increase in number is but a small fraction of an inch in length.

The intelligent shoe salesman can be trusted to give a correct fit, a suitable shoe for each individual.

Such a salesman will tell you—if you want a street shoe, for instance—that natural tan-colored shoes often are of better leather than black; he will consider your size and weight, suggesting a shoe suitable to you—whether you are a growing girl or a stout woman. It's a pretty safe rule to let him try on the shoes *he* thinks you should wear.

FRANCIS WILLIAM PARK

Walcott Avenue, East Walpole

During the last two months all the mud in the bottom of the pond in the park has been cleaned out and a coating of sand and gravel put all over the bottom of the pond, a new dam built to control the water of the pond, so that in future this pond will be a suitable place for the small children of the neighborhood to use as a wading and swimming pond.

The source of supply for the water in this pond has been gone over carefully to prevent any pollution entering the brooks leading into the pond and all efforts will be made in future to keep the water of the pond clean and pure so that in summer it will be suitable for bathing purposes.

THE MAKING OF NEPONSET PRODUCTS SHOWN IN MOVING PICTURES

Interesting Studies in Home Comfort and Economy

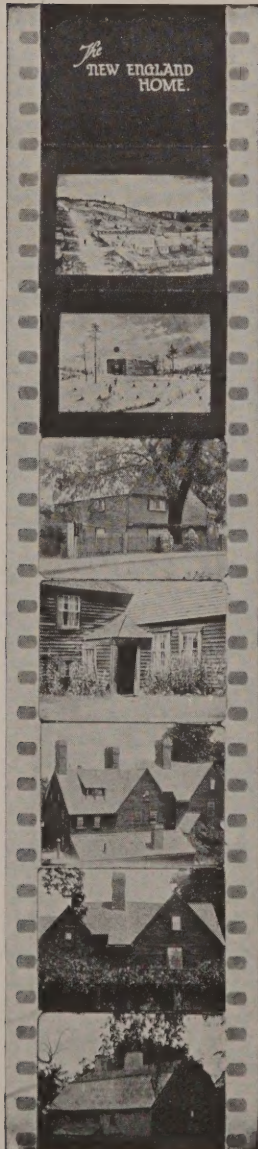
Down through the years the spirit of Progress has worked changing old customs and methods, calling forth men with ideas of invention and service to lighten the burdens of humankind and make living pleasant and comfortable.

Our contribution as roofers and makers of floor covering to the development of the American home from the primitive block house of our Puritan ancestors to the convenient and beautiful modern house of distinctive architecture is the theme of a motion picture recently made by the National Motion Picture Bureau. The early roofs of wooden shingles split by hand, later roofs of slate, durable and attractive but expensive, and, finally, roofs of today with slate-surfaced roofings are shown. Step by step, the making of our slate-surfaced shingles is followed, demonstrating our share in the progress that has been made in building here on the North Atlantic coast.

The making of felt base floor covering, that boon to busy housewives because of its long-wearing qualities and the ease with which it is kept clean, is also shown.

It gives us all a little thrill of pride to see graphically pictured the making of these products and helps us to realize how real and important is our work in the making and the maintaining of the comfort of the present day home.

These pictures will be shown throughout New England in selected theatres and additional opportunities will be given to every fellow-worker of Bird & Son to see it as well as to other groups and associations in other parts of the country.



THE NEW ENGLAND HOME.

The first scene is of a stockade, crude and primitive, built by the early New England settlers to withstand the attacks of the Indians.

The next an early fortress.

Then we have one of the first houses, the Fairbanks House in Dedham, built in 1636, which, like all old houses of this section, is noted for its simplicity and strength.

The entrance is particularly attractive.

Of the old houses, the House of the Seven Gables, Salem, the scene of Hawthorne's famous novel, is one of the most interesting.

The fascinating gables show up well against the green of the foliage. This unusual house was built in 1669 and is now used as a historical museum of early Colonial days.

The Saltonstall House, Ipswich, has a roof made of wooden shingles split by hand.

Gradually it became necessary to develop a new roofing that would supplant the wooden shingles which were a fire menace and slate which was so expensive as to be prohibitive except for the well-to-do.

At our Phillipsdale plant the process begins.

Rags, tied in bales, are lifted by a huge derrick into the

Sorting Room, where they are sorted and sent on the conveyor to the

Cutters where the rags are cut into fine pieces and fed through a chute into the

Beaters, where they are beaten into a pulp, then refined, screened, and pumped to a

Felt-making machine where a continuous sheet is formed, passed over heated dryers and dried.

It is then wound on reels into large rolls ready to be shipped to the Norwood plants,





Or stored in the large warehouse.

At Norwood, the roll is put on the back end of the machine and fed over

Loops to the

Saturating section where the felt is thoroughly saturated with

Asphalt, which is prepared in specially constructed stills.

This felt is then given another coating of asphalt to make it thoroughly waterproof and is

Then surfaced with natural colored slate,

Which is crushed at quarries at Poultney, Vermont.

The surfaced felt is fed through loopers where it is cooled and then

Passes under a series of knives which cut it into shingles.

These shingles are thoroughly inspected, counted by machine,

Picked up and packed in bundles on a

Conveyor which carries it to the finishers.

Each bundle is carefully weighed,

And then is tied by wire with a hand machine

Which securely fastens the bundle ready for shipment to the dealer, or

For storage, with other roofings similarly made, until needed to fill orders.

Roofs for all types of houses are made here

From the modern mansion,

Which retains the beautiful and simple lines of the old Colonial houses, to

The farm buildings such as we see at the Duck Farm in Wrentham.

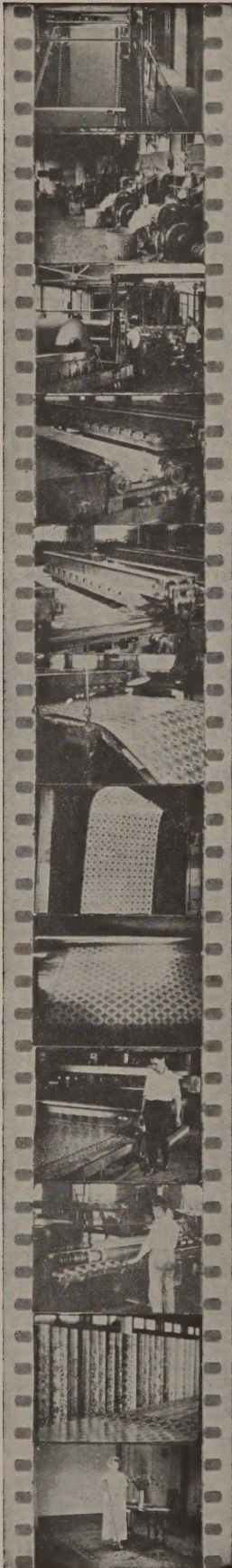
Floor covering, which plays an important part in the up-to-date home, is also made with a base of

Felt, thoroughly saturated with asphalt to make it waterproof.

This receives its first coating of heavy paint on the undercoat machine and is then fed into the



Of the same ingenuity, has developed a water-proof floor covering and rug - another step towards household and building economy.



Hangers where two and one-half miles of floor covering are seasoned at one time.

A special paint is prepared for the top surface.

After seasoning, the under-coated material is run through an intricate machine which prints the patterns in various colors.

A series of wooden blocks travelling in paint boxes and

Descending in regular intervals on the felt

Prints the design.

The floor covering is then carried up into the ovens where it is thoroughly baked.

After baking, it is rolled onto tables and is cut into rugs or proper lengths for finishing.

All floor covering is carefully inspected for defects

And then rolled on tubes

Ready to be sent out to customers.

Modern waterproof floor covering with its cleanliness and complete sanitation is taking the place of the dusty carpet of the old days. The daily care of her Bird Rug is no trouble at all.

On the quiet banks of the Neponset River this great industry was founded 129 years ago.

Little did its founder, George Bird, foresee the modern development of the roofing and floor covering industry, the machinery of which covers more than 1,000,000 sq. ft.

Parent plant at East Walpole.

Main office at East Walpole.

Felt mill at Phillipsdale, Rhode Island.

Roofing plant at Norwood.

Floor covering plant at Norwood, which has a capacity of 198,000 square yards of floor covering a week.

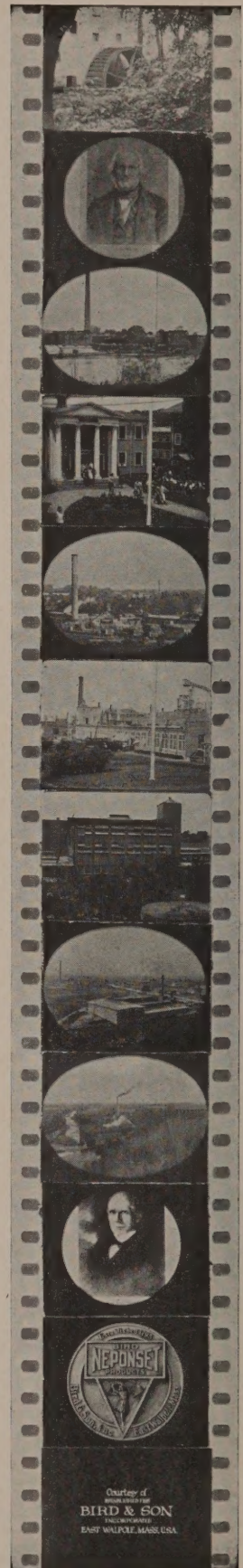
Roofing mills at Chicago, Illinois and Hamilton, Ontario.

Felt mill at Pont Rouge which supplies felt for Hamilton.

Charles S. Bird, of the third generation, to direct the concern.

Our trade mark which is our assurance to the customer that our products are the best we can make for them.

THE END.



PLANT NEWS

MAIN MILL

The other evening Harry Tower and Bill Quinn betook themselves to the Shriners' Circus, and, as it turned out, one or the other was fortunate or unfortunate enough to win a live duck, a very much alive duck, which protested vigorously and continuously against things in general and auto rides in particular all the way out from town. The inhabitants of Boston, Dedham, Westwood, Norwood and Walpole were waked from sleep by his loud and agonized cries. Bill tried to murder the creature but only succeeded in adding to its vocal powers. Hereafter, Harry and Bill will confine their chance-taking to inanimate objects.

Carl Shaier is official censor for all Herbert's telephone calls. If they are all O K, Herbert gets them; otherwise, Carl says, "Thumbs down," or rather, "Receiver up."

The Mill Office would appreciate translations of some of the orders they receive. The other day, John Dolan sent down for a "long-handled pint." Now what would that be, we ask you?

We were greatly shocked to hear of the death of Mrs. Mason, wife of Maurice Mason, assistant chemist here at the Main Mill, and extend to the bereaved family our sincere sympathy.

MAINTENANCE

We have all been looking for winter, but it has really slipped by and taken spring along with it and summer is here in full swing for Charlie Paine not only had his hair clipped all off but shaved off, too.

Departments EF and PL challenge any department or combine of two departments to a game of basket ball to be played in the Bird Club gymnasium.

Department EF challenges any department to a bowling match to be bowled on Norwood alleys only.

Wilbur Fay went hunting this year as usual down Maine but didn't have such good luck as before. He brought back no bear this time.

Andy Urquhart has been busy serving on the jury this month.

MAIN OFFICE

Mr. Tarr has been smiling a broad, expansive smile the past few days since the advent of Shirley Alma Tarr at his home.

We shall miss Miss Lumsden and Miss Regan from the Manufacturing Ledger corner. Miss Lumsden is planning to return to Canada and Miss Regan is leaving us in anticipation of her approaching marriage to Roger Whedon, a former employee.

Miss Chessman has been displaying a marked interest in matters domestic since the announcement of her engagement to Ira Marston of Wellesley.

THIS IS NEWS

On Sunday afternoon, December 9, Bill Hale, our genial and popular Eastern Sales Manager for the Building and Roofing Division, was married in New York to Miss Florence McNulty. We extend our sincere congratulations and wish the happy couple much future joy.

BUILDING AND ROOFING

Shorty Cave, FBV, has returned from a week's vacation filled with renewed vigor for his daily work.

Roy Packard, FBE, who has just gone through a serious operation at a Boston hospital, is once more at his regular work.

Some of our men visited the Safety Council meeting in Boston Tuesday evening, November 20, and obtained some valuable information on safety matters. These meetings are held every Tuesday evening and any employee is welcome.

When it comes to radio, Mr. Boothby of PBE can show what a home-made outfit will do. The other evening, we understand, he picked up South Boston and Chelsea.

J. B. Dimock, so long with FBM, has bought a gasoline station in Milford and moved his family there. However, Bert cannot get the same kind of hot air there that he could in FB Machine Shop.

It is surprising to find out what a large number of our employees own their own homes. Several of them are landlords. It shows that industry brings its own reward.

Charlie Hyyti has bought a farm on Gill Street, Walpole. A flivver and 25 chickens went with it, so Charlie will rattle in to work just the same.

Seavey and Bragg captured a mephitis mephitis, otherwise known as a skunk, the other night.

Milton R. Beasley of FBJ was married on November 15 and has taken an apartment in Norwood. Members of the laboratory presented him with an electric toaster.

We are glad to welcome Kenneth Potter who was transferred to PBL from FFF.

FLOOR COVERING

Congratulations to Bernard Bailey on the birth of a second daughter.

Jim Stowell is now foreman of the Floor Covering Finishing and Ben Sodergren is back in the office working at the planning end. We herewith hand both the glad mitt.

One recent day's production of finished rugs totaled within a few items of 20,000 sq. yds. and this is "not so dusty" to quote Conlin's favorite mot.

The fellows of FFF have two good *Safety Slogans*. Laugh at them if you will, but perhaps by laughing at them they will stick by you and make for safety.

Here they are:

"Watch my step." "Look out my eye."

Here is another one for FFF: "Open Eye."

Try and see around your job.

There is something back ^{above} in front of it. _{below}

PHILLIPSDALE

Thomas O'Holleran, who has been with us for the past ten years as a fireman, decided a few months ago that he was tired of a fireman's life and was transferred to DPM. We are all glad to have Tom with us in DPM and hope that he will not get tired of us.

Charles Reilly, repair man in DPC, has moved into his new home. We wish you good luck, Charles, and hope that you will have good health to enjoy it.

We wonder if Herbert Chamberlain intends to buy a diamond this year. Tell us, Herb, and we will be quite content.

Memory is a wonderful thing to have, says Mrs. Horton. She left home the other morning at half past six and left the gas burning under the teapot. It would be burning yet if Lillian had not goaded her memory.

Keep your eye on Lillian Dufresne. We expect that she will be flashing a diamond most any day now.

WINDI-CITI-ITES

"The heavens can open and torrents fall,
Bird & Son's Roofing is best of all.

To all who ask

We can safely say—

Yes! we have no leaks today."

The above was written by Mrs. T. J. Boltz, a user of our roofing, to our dealer in Baton Rouge, The Darling Lbr. Co.

D. A. Chase of East Walpole visited the plant this week—but nary an alibi did we hear regarding the H-Y game. "Arch" Downey spent Thanksgiving week in the East.

The Mill men listened to a very interesting talk by Capt. Fisher of the Liability Insurance Company on the prevention of and care of accidents last week. The tremendous losses occurring due to accidents surely left much food for thought in our minds.

Among the Built-Up Roof jobs of late was one of 200 squares on the new High School at Racine, Wis. This is Joe Miller's territory. Mr. L. L. Williams landed a 150 square job on the Chevrolet Sales Agency at Pontiac, Michigan. Jesse Tuschler added to his list with 150 squares for the Hydrox Company here in Chicago.

Frank MacDonald, who has been here from East Walpole studying "Western methods" of the Built-Up Roof game with E. A. Tuschler, feels he can write a small library on what he has seen and heard.

OLD TIMERS' ROLL CALL

Bird & Son, inc.

Twenty-Five to Forty-Seven Years Service Record

Charles S. Bird	January 1, 1877	President, Bird & Son, inc.
John H. Smith	May 14, 1878	Foreman, Yard, Main Mill
William P. Landy	September 3, 1878	Finisher, Finishing Mill
John M. Smith	April 9, 1879	Beaterman No. 3, Main Mill
Thomas P. Maguire	February 3, 1880	Foreman, Sorting Room
Maurice Ahearn	April 1, 1881	Pension Roll
John H. Maguire	October 12, 1882	Night Superintendent, Main Mill
James J. Geary	July 9, 1883	Machine Tender No. 5, Main Mill
Elmer H. Bartlett	July 25, 1885	Division Sales Manager, Main Office
Richard C. McCabe	August 14, 1885	Watchman, Main Mill
James E. Smith	August 17, 1885	Night Superintendent, Main Mill
Fannie Murphy	May 1, 1886	Inspector, No. 2 Box Factory
Aaron Rhoades	March 9, 1887	Pension Roll
George R. Wyman	March 17, 1887	General Manufacturing Manager, Bird & Son, inc.
Mary Friary	August 1, 1887	Packer, Building & Roofing Plant
Herbert D. Taylor	September 9, 1887	Pension Roll
Arthur Tillotson	June 1, 1888	Pension Roll
Rose Friary	February 1, 1888	Press Feeder, Printing Department
John Cullinane	October 26, 1889	Sub-Foreman, Sorting Room, Main Mill
John Hammerli	December 1, 1889	Night Superintendent, Phillipsdale, R. I.
August Hilderbrandt	December 25, 1889	Beaterman No. 3, Main Mill
Carl Schaier	February 6, 1890	Assistant Superintendent, Main Mill
Dennis Cullinane	May 14, 1890	Foreman Piper, Main Mill
Thomas Graney	July 8, 1890	Foreman, Cleaning & Oiling Dept., Main Mill
John Hennessey	November 18, 1890	Filters, Main Mill
John J. White	June 1, 1891	Inspector, No. 1 Box Factory
James Kivlin	March 20, 1892	Stock Clerk, Transfer, Main Mill
Martin King	July 14, 1892	Piper, Maintenance Dept., Main Mill
Georgie Brennan	February 10, 1893	Waxer, No. 2 Box Factory
Daniel Henderson	October 11, 1893	Clerk, Phillipsdale, R. I.
Michael Reardon	April 4, 1894	American Screw Operator, No. 2 Box Factory
Gus Hagman	July 1, 1894	Machinist, Maintenance Dept., Main Mill
James Hammond	July 14, 1894	Beaterman No. 2, Main Mill
Marshall Grant	November 10, 1894	Assistant Chief Engineer, Main Mill
Albert R. Jenkins	December 13, 1894	Stock Clerk, Floor Covering Plant
Thomas G. Henderson	December 14, 1894	Supt., Phillipsdale Plant, R. I.
Frank Fisher	April 3, 1895	Fire and Safety Inspector
Joseph Sousa	April 10, 1895	Pension Roll
Vitus Gleichauf	June 7, 1895	Engineer, C & D, Main Mill
Frank Murphy	August 19, 1895	Assistant Foreman, Finishing Mill
John Dower	October 1, 1895	Piper, Maintenance Dept., Main Mill
William F. Geary	July 1, 1896	Foreman, Finishing Mill
Hattie E. Willis	August 17, 1896	Order Clerk, Bldg. & Rfg. Sales
Andrew C. Urquhart	September 10, 1896	Foreman, Millwright Dept., Main Mill
Fred I. Plaisted	November 1, 1896	Steward, Brigade Room, Main Mill
Dan A. Jones	March 4, 1897	Machine Tender No. 3, Main Mill
John J. Linnehan	April 7, 1897	Machine Tender No. 5, Main Mill
George Doderer	April 17, 1897	Beaterman, No. 1 Main Mill
Annette B. Blaney	May 17, 1897	Librarian, Main Office
Andrew Walker	June 7, 1897	Beaterman No. 1, Main Mill
Charles T. Derry	October 12, 1897	Yard Department, Bldg. & Rfg. Plant
H. E. Davenport	January 1, 1898	Treasurer, Bird & Son, Ltd., Hamilton, Ont.
Emanuel Johnson	March 11, 1898	Shoe Carton Rotary, No. 2 Box Factory
Eric Anderson	July 2, 1898	Machinist, Maintenance Dept., Main Mill
Andrew Mannimon	July 28, 1898	Finisher, Building & Roofing Plant
L. L. Thompson	September 1, 1898	Southern District Manager, Building & Roofing Sales
Phillip R. Allen	September 15, 1898	Vice-President and Gen. Sales Mgr., Bird & Son, inc.
Florence E. Holmes	September 25, 1898	Cashier, Treasury Dept., Main Office

General George Washington's Thanksgiving Proclamation

Issued in Philadelphia, January Fifth, 1795

By Authority.



By The President OF THE UNITED STATES OF AMERICA, A Proclamation.

WHEN we review the calamities which afflict so many other Nations, the present condition of the *United States* affords much matter of consolation and satisfaction. Our exemption hitherto from foreign war---an increasing prospect of the continuance of that exemption---the great degree of internal tranquillity we have enjoyed---the recent confirmation of that tranquillity, by the suppression of an insurrection which so wantonly threatened it---the happy course of our public affairs in general---the unexampled prosperity of all classes of our Citizens, are circumstances which peculiarly mark our situation with indications of the Divine Benificence towards us. In such a state of things it is, in an especial manner, our duty as a People, with devout reverence and affectionate gratitude, to acknowledge our many and great obligations to ALMIGHTY GOD, and to implore him to continue and confirm the blessings we experience.

Deeply penetrated with this sentiment, I GEORGE WASHINGTON, President of the United States, do recommend to all Religious Societies and Denominations, and to all Persons whomsoever within the United States, to set apart and observe *THURSDAY* the *Nineteenth* day of *February* next, as a Day of PUBLIC THANKSGIVING and PRAYER; and on that Day to meet together, and render their sincere and hearty thanks to the Great Ruler of Nations, for the manifold and signal mercies, which distinguish our lot as a nation; particularly for the possession of Constitutions of Government, which unite, and by their union establish liberty with order---for the preservation of our Peace foreign and domestic---for the seasonable controul which has been given to a spirit of disorder, in the suppression of the late Insurrection---and generally, for the prosperous course of our affairs public and private; and at the same time, humbly and fervently to beseech the Kind Author of these Blessings, graciously to prolong them to us---to imprint on our hearts a deep and solemn sense of our obligations to Him for them---to teach us rightly to estimate their immense value---to preserve us from the arrogance of prosperity, and from hazarding the advantages we enjoy by delusive pursuits---to dispose us to merit the continuance of his favours, by not abusing them, by our gratitude for them, and by a correspondent conduct as Citizens and as Men---to render this Country more and more a safe and propitious Asylum for the unfortunate of other Countries---to extend among us true and useful knowledge---to diffuse and establish habits of sobriety, order, morality and piety; and finally, to impart all the blessings we possess, or ask for ourselves, to the whole Family of Mankind.

In Testimony Whereof, I have caused the Seal of the United States of America to be affixed to these Presents, and signed the same with my Hand. Done at the city of PHILADELPHIA, the first day of January, one thousand seven hundred and ninety-five, and of the Independence of the United States of America the nineteenth.



G^o: WASHINGTON.

By The President---EDM: RANDOLPH.

This old document, now in the Boston Public Library, is very interesting from the standpoint of Bird & Son, inc., since it was issued the same year that George Bird founded our institution, 129 years ago.



